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CENTRAL INTELLIGENCE AGENCY WASHINGTON, D.C. 20505

2 February 1976

Mr. David A. Phillips 8224 Stone Trail Drive Bethesda, Maryland 20034

Dear Dave:

From time to time we receive letters and telephonic inquiries concerning the Association of Retired Intelligence Officers. In view of the restrictions of the Privacy Act, we hesitate to release your name and address without your prior knowledge and consent.

If you have no problem with our providing your name and address in response to such inquiries, please indicate to that effect by signing below and returning this letter to us for official filing. In the future, we would then be free to release this information concerning the Association of Retired Intelligence Officers without consulting you in each and every instance.

Thank you for your assistance in this matter, and best wishes.

Sincerely,

B. Defelice

Acting Director of Personnel

I hereby Juthorize the Director of Personnel to release my name and address to individuals seeking contact with or information concerning the Association of Retired Intelligence Officers:

David Atlee Phillips

4 Facusary 1971

ALD THANK!

Mr. David A. Phillips 8224 Stone Trail Drive Bethesda, Maryland 20034





Director of Personnel P. O. Box 1925 Washington, D. C. 20013

MEMORANDUM FOR: :

Addresses for former Agency employees organizations:

Association of Retired Intelligence Officers Mr. David A. Thillips 8221: Stone Trail Drive Bethesda, Marylani, 2003

-Central Intelligence Retirees Association (CIRA) Box 1150 Fort Myer, Virginia, 22211

Date

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Mr. David A. Phillips 8224 Stone Trail Drive Bethesda, Maryland 20034

Dear Dave:

I am happy to send to you, under separate cover, your Agency Retirement Medallion. The Medallion is a tangible form of recognition and appreciation of your service to the Agency. It should serve as a lasting reminder of an honorable career, rewarding associations and the knowledge that you played your part in a vital activity.

Let me, therefore, add my congratulations and wish you the very best for the future.

Sincerely,

P. W. M. Janney Director of Personnel

Pistribution:
Orig - Addressee

OP/RAD/ROB/MWBenthall:cl (1 July 75)

10 June 1975

Mr. David A. Phillips 8224 Stone Trail Drive Bethesda, Maryland 20034

Dear Dave:

The ordinary retirement letter is in no way appropriate for you. In the first place, your retirement is no stepping out of the active world into a world of pleasure. Instead, you are launching off on even a tougher challenge because of your sense of dedication. Your retirement also will not be the termination of your interest in intelligence and in this Agency. Instead, you are going to be doing what you can to help it survive the current set of attacks upon it. But most of all, your retirement is the departure of one of our most exceptional officers, to whom I had the great pleasure to give the Distinguished Intelligence Medal and whose work I have admired these many years. only thing ordinary about your retirement is the sincere and special personal and official good wishes we in the Agency send to you and your family for success and satisfaction in the years ahead. This we send to all our retirees, and we send it to you with special spirit.

Sincerely,

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W. E. Colby Director

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- 2. YOUR SELECTION WILL BE ANNOUNCED EARLY THIS NEXT WEEK.

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 NECESSARY LOCALLY THE REASON FOR YOUR RETURN AND WHAT YOUR NEXT

 ASSIGNMENT WILL BE.
- 3. I WANT TO EXTEND MY PERSONAL CONGRATULATIONS ON YOUR
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 WITH THE SAME KIND OF EXCELLENCE, DEDICATION AND LEADERSHIP THAT
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MEMORANDUM	FOR:	Director of Central Intelligence
THROUGH	:	Deputy Director for Plans
SUBJECT	•	Appointment of Mr. David A. Phillips, as Chief of Station,
	-	
		ointment of Mr. David A. Phillips, GS-17,
as Chief of		
		72 is recommended. Mr. Phillips would us J. Flores.
2. Mr.	. Phil	lips has been with the Agency since 1952,
first in a c	contra	ct capacity, and since April 1955 as a
staff employ	ree.	He is currently serving as Chief of Station
		reviously served as COS,
and in Mexic	o Cit	y, Havana, and
Mr. Phillips	nas A L	a strong command of both Spanish and
		ographic profile including information ncy experience and training is attached.
regarding ni	ാ ഷൂല	ncy experience and training is attached.
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		William V. Broe
•		Chief • v
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SUBJECT: Appointment of Mr. David A. Phillips, as Chief of Station,

The recommendation in paragraph 1 is APPROVED:

Director of Central Intelligence

19 Jan 22

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4.			,	proposed ussignment as Chief of Station,
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NMNX DCI	erritorni i raspasso assensali sisr			Mr. Phillips has been highly evid tive as a senior member of WH Div both at Headquarters and in the
24/6 2 1 00	Bus	10.11	K	field. His relations with his co- workers and subordinates have al- been excellent and his liaison wi
Chriman, DMC	•		,	State Department representatives been marked by good will and muture spect.
		7		NOTE: Above statement prepared b
Secretary, 752 6610				Mr. Gahagen has been recalled fix the Station. The DCOS Mr. Stevan
				D. Marton, GS-15, will serve as Acting COS until the arrival of Mr. Faillips in January 1970.
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		Deputy Director for Plans
EULJECT	•	Appointment of Mr. David A. Phillips as Catef of Station,
na Chief of 13 January	f Etation.	commanded. Mr. Phillips would replace
	initially in	to has been an employee of the Agency a contract engacity. He has served in Universa, Nexico City and f, Culian Operations Group. Mr. Phillips

Signed William V. Bros

William V. Droc Chief Western Hemisphere Division

Attachment
Liegraphic Profile (Parts 1 and 2)

<u>- 2</u> -

SUCCECT: Appointment of tir. David Station,	A. Phillips as Chief of
AI PROVAL RECORMENDED:	
fsf Thomas II. Haramassines	8 g.CD 113
Deputy Director for Plans	Date
The recommendation in paragraph one	TE APPROVED:
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23 October 1968

MEMORANDUM FOR: Secretary, Clandestine Services

Career Service Board

SUBJECT

: Recommendation for Promotion to

GS-16: David A. Phillips

1. Mr. David A. Phillips is strongly recommended for promotion to GS-16 and is ranked Number 2 in WH Division's preference for promotion in that grade.

2. Mr. Philips s	tands out among his peers as a true
Clandestine Services open	rator. He has had a range of opera-
tional assignments enjoye	d by few Clandestine Services officers
He served in Cuba,	Mexico and the
. His	functional assignments have included
Contract Agent, Operation	ns Officer
Chief of St	ation, and he is currently assigned
as Chief, Cuban Operation	as Group. In regard to his tour as
Chief of Station,	I cite the following quote
made by	
the	concerning the turbulent events in his
country during his tenure:	•

"You know," he said, "looking back over those months when things seemed pretty bleak, two names come immediately to mind as able and effective representatives of the United States.

They are Ellsworth Bunker and David Phillips."

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Section of the Party

3. Mr. Phillips has the intelligence, language capability, personality, management and operational ability to move forward steadily in this Agency and he is now ready for promotion to GS-16. I urge you to act affirmatively on this promotion recommendation.

William V. Broe

Chief

Western Hemisphere Division

S-E-C-R-E-T.

27 February 1969

MEMORANDUM FOR: Chief, WH Division

SUBJECT:

- : :

Briefing at DO Base Chiefs* Conference by Mr. David A. Phillips

I should like to express my thanks to you for having made available Mr. David A. Phillips to brief the DO Base Chiefs' Conference on 17 February 1969. His briefing was extremely lucid and helpful and expressly commended by all Conference participants. Please convey to him my personal appreciation of his efforts.

Chief, Do Division -

S-E-C-R-E-T

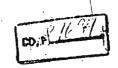
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VOICE OF AMERICA UNITED STATES INFORMATION AGENCY WASHINGTON, D.C. 20547



April 15, 1968

Dear Dave:

I thought you would be pleased about a reference to you which came up in the course of a longish conversation last night with

about the turbulent events

in his country three years ago.

"You know," he said, "looking back over those months when things seemed pretty bleak, two names come immediately to mind as able and effective representatives of the United States. They are Ellsworth Bunker and David Phillips."

I thought such a pleasant echo of a rough period would help heal your ulcers.

Cordially,

Richard G. Cushing Deputy Director

Mr. David A. Phillips 8224 Stone Trail Drive Carderock Springs Bethesda, Md. 20034 14-00000

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25 October 1966

Davis A Phillips

MEMORANDUM FOR:

THROUGH

SUBJECT

Notification of Designation as a Participant in the Organization

Retirement and Disability System

REFERENCE

Book Dispatch 5096 dated 12 August 1965

- 1: You have been found to be qualified as a participant in the Organization Retirement and Disability System and have been so designated effective 23 October 1966.
- 2. Although such designation under present statutes is viewed favorably by most persons, the regulation governing this retirement system gives the individual the right to appeal such a determination if he deems the designation adverse to his best interests. In order that this technical requirement may be satisfied, you are hereby notified of your right to appeal. An appeal with reasons therefore must be received in Headquarters within 60 days of the date of this memorandum or acceptance of designation will be assumed. Any questions that you may have in connection with your designation that cannot be answered by referring to referenced Book Dispatch should be forwarded to Headquarters.
- 3. We believe that the benefits of the Organization Retirement System are superior to the benefits of the Civil Service Retirement System. However, there are a few situations in which an employee at the time of retirement may have so many years of service (almost 37) that he would receive a higher annuity under the Civil Service System. Because of this, the policy decision has been made that a participant in the Organization System who would receive a higher annuity under the Civil Service System may, not later than one year prior to his retirement, apply to be removed from our system and transferred to the Civil Service System. Thus, you should not anticipate this contingency as a factor in deciding whether you regard your designation as a participant adverse to your best interests.





CONFIDENTIAL

(iii)

24 October 1966

MEMORANDUM FOR: Chief, WH Division

THROUGH

: Deputy Director for Plans

SUBJECT

: Commendation

1. ·The		Station has distinguishe	d itself by
especially m	eritorious service o	luring the past year and	has made
a major conf	tribution toward the	advancement of the object	ctives of
the United St	tates Government in	a critical situation. On	e year ago
the people of	the	were facing a dism	al future.
Today, while	the future remains	uncertain, the prospect	s for even-
tual stability	havê been immeasu	rably increased. Sever	al Depart-
ments and A	gencies of the United	l States Government eng	aged in an
effort to brir	ng this about. I beli-	eve that the role of the C	IA in the
		ast year was a crucial or	ne. The
	ive performance of t		and the
Base	was the result of	of the combined efforts o	feach offi-
cer and empl	loyee stationed there	. These men and wome	n gave un-
sparingly of	their time, energy a	and brain power. Their	efforts .
were sustain	ed over a long perio	d under stressful circum	istances.
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		a job well done to all m	embers
	am in the	during the yea	r ending
June 30, 1960	6.		•

2. I should like to commend each member of the Station who contributed to this noteworthy performance and request that a copy of this commendation be placed in individual personnel files as appropriate.

Michael Weller

Richard Helms
Director of Central Intelligence

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REQUEST FOR PERSONNEL ACTION 4 October 1966 2 Mame i lau-tiris- Moddiei 024345 PHILLIPS, DAVID A S CATEGORY OF EMPLOYMENT FFECTIVE DATE REQUESTED DESIGNATION AS A PARTICIPANT IN THE CIA RETIREMENT AND DISABILITY SYSTEM REGULAR 23 66 10 FINANCIAL ANALYSIS 8 LEGAL AUTHORITY (Completed by Office of v 10 CF PL 88-643 Sect. 203 CF TO V C 10 C 7135-0875 OBGANIZATIONAL DESIGNATIONS IO LOCATION OF OFFICIAL STATION DDP/WH 13. CARFER SERVICE DESIGNATION 14. CLASSIFICATION SCHEDULE (GS. LB en) 15 OCCUPATIONAL SERIES SALARY OR PATE 18 REMARKS EMPLOYEE WILL RECEIVE NOTIFICATION FROM THE DIRECTOR OF PERSONNEL OF THIS DESIGNATION AND RIGHT OF APPEAL TO THE DIRECTOR OF CENTRAL INTELLIGENCE. 188 SIGNATURE OF CAREER SERVICE APPROVING OFFICERS . DATE SIGNED IBA SIGNATURE OF REQUESTING OFFICIAL DATE SIGNED SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL 19 ACTION 20 EMPLOT 21 CODE CODE 22 574110M 23 INTEGREE (00£ 33 Si(u8:19 28 HIE ERPIRES 170 MACIAL RETIREMENT DATA 31 SEPARATION 32 CORRECTION CAMERICATION CATE AFFERENCE DATA LODE 210 BO EOD DATA 2 37 10mG COMP 0416 35 VET PRESERGE IA URT COMP CATE 38 CARFER CATEGORY FEGL: HEALTH INSURANCE 40 SOCIAL SECURITY BO 39 CAR RESU PROV 1EMP (00) Ca coor CODE 3 - maiviā STATE TAE DATA 42 Ltave (AT FORM ERECUTED CODE NO TAX STATE COOL 3-80 PERVIOUS SERVICE 1-80 BEEAR IN SERVICE 2-885AR IN SERVICE (1855 THAN 3 VEARS) 3-886AR IN SERVICE (MORE THAN 3 VEARS) 1-115 1 -- 115 2 -- 113 45 POSITION CONTROL CERTIFICATION 40 OF APPROVAL DATE APPROVED See memo signed by D/Pers dated 16,000 1152

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S-E-C-R-E-T

CENTRAL INTELLIGENCE AGENCY WASHINGTON, D.C. 20505

TO	:	David	Α.	Phillips
SUBJECT	:	TDY	in	

Most of you who went down to departed with so much speed and so little ceremony that there was no time to explain the importance and urgency of your assignments. Now that you have served there during the crisis, the importance of the task needs no embellishment from us, but you should knew that the contribution of the augmented Station was decisive in shaping the policies and actions of the government and in avoiding several major mistakes. For weeks after the revolution, our Station reporting was literally the only source of information that the United States had on the role of Communism among the rebel forces and on conditions outside the capital.

Many fine things were done in the Station and in the hinterland by all of you. Manning the check-points under fire, flying to remote and hostile villages, moving tons of supplies through the gauntlet of the communications line, toiling over midnight reports, and keeping open our country's only commo link — all these things were commonplace. The dedication, discipline, and routine of our personnel placed them in a class apart.

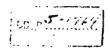
To the sense of pride and accomplishment you must already feel, I want to add the gratitude and admiration of the DDP and of the Agency.

Michael Helms-

Richard Helms
Deputy Director of Central Intelligence

S-E-C-R-E-T

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MEMORANDUM FOR: Deputy Director of Central Intelligence
VIA : Deputy Director for Plans
SUBJECT: Appointment of Mr. David A. Phillips as Chief of Station,
Children's Station,
1. The appointment of Mr. David A. Phillips as Chief of Station, effective on or about 15 October 1965, is recommended. Mr. Phillips would replace Mr. Edwin M. Terrell.
2. Mr. Phillips was employed in a contract status from 1952 to 1955 and became a Staff Employee in April 1955. He Tresigned from the Agency in August 1958 to enter private business. In March 1960 he returned to the Agency as a staff employee and is presently assigned as Operations Officer, Mexico City, Mexico, GS-15. A biographic data sheet, giving more detailed information on Agency experience and training, is attached.
Desmond FitzGerAld Chief Western Hemisphere Division
1 Attachment Biographic Profile (Part 1)
APPROVAL RECOMMENDED:
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Deputy Director for Plans (Date)
The recommendation in paragraph 1 is APPROVED:
Depty Director of Central Intelligence (Date) 196
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29 June 1961

MEMORANDUM FOR THE RECORD

SUBJECT: David A. Phillips

On 14 June 1961 the undersigned reviewed with Mr. David A. Phillips his career development prospects for the next five year period. We agreed that the following represented a desirable and fairly firm goal in this respect:

a. In general his future training and field experience should place sufficient stress on the CI and FI fields to avoid the career confinement of strict CA specialization.

b. His next assignment would be a normal field tour in Mexico City. Upon return from that assignment, he would receive up to six months training to be followed by an assignment to the CA Staff (or the organizational successor thereof). One of his primary undertakings in the CA Staff would be to develop what might best be termed "ideological warfare" (e.g., a search for basic ideas and concepts with wide appeal) as opposed to the normal propaganda approach (e.g., a running debate on current events).

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RICHARD M. BISSELL, JR. Deputy Director (Plans)

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cc: ASSA (Pore)
Atta Panel A
Mr. Paillips
Taru C/WH
>OP/RSD

1 June 1961

MEMORANDUM FOR: Chief, Finance Division

FROM

Chief, WH/4/Support

SUBJECT

Premium Pay

Due to the recent reduction in heavy workload requirements, the following employees are no longer entitled to Premium Pay. It is requested that this entitlement be discontinued effective c.o.b. 10 June 1961. The salaries are chargeable to Allotment #535-5000-8021:

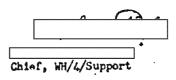
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Distribution:

2 - Chief, Finance Division (ea. employee)
2 - Director of Personnel (ea. employee)

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STATION POPM HO. 04

Office Memorandum . United states government

TO : File

DATE 18 March 1960

FROM 8

SUBJECT:

PHILLIPS, DAVID A.

Effective date of CA is 19 mug 1958, per Mr. Toomey, x2823

This time is creditable for LCD only, per Mr. Stevens.

Mr. Phillips was same as independent contractor, per Lyle Miller, x3039.

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FORM NO. 971 REPLACES FORM ST.154

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Office Memorandum . United states government

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SUBJECT: CFD(Staff Agent Branch)

1. This is cortification that during the Personnel interview with Mr.

Compensation Program) sent to the DDP/NEA Division.

2. Subject coordinated with CCB 7 Aug 58 ro: retirement(all services were being combined and sent to the CSC)

3. Subject had intention of checking B & C re: Hespitalization, Mutual Insurance & Conversion of FEGLI.

DATE: 15 Aug 58

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ROUTING AND RECORD SHEET

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ROUTING AND RECORD SHEET

INSTRUCTIONS: Officer designations should be used in the "TO" column. Under each comment a line should be drawn across sheet and each comment numbered to correspond with the number in the "TO" column. Each officer should initial (check mark insufficient) before further routing. This Routing and Record Sheet should be returned to Registry.

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11 DIO 1957

MEMORANDUM FOR: Chief, Finance Division

SUBJECT:

Equalization Allowance Adjustment for Philips

- 1. Effective 15 December 1957, subject individual's equalization allowance is decreased from \$950 to \$555 per annum due to a decrease in the cost of fiving at subject's post as compared with Washington, D. C.
- 2. All other terms and conditions of the original authorization remain in full force and effect.

SIGNE

Louis W. Armetrong Chief, Contract Personnel Division

Distribution:

Orig. and 1 - Addressee

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S-E-C-R-E-T (When Filled In)

2 7 JUN 1957

MEMORANIUM FOR: Chief, Contract Personnel Division

ATTENTION

FROM

Deputy Director of Security (Investigations

and Support)

SUBJECT

- 1. Reference is made to the memorandum dated 18 June 1957 in which a covert security clearance was requested to permit the Subject's conversion from an Ops Officer (FP), GS-14, DDP/NH, Branch III, Havana, Cuba, to an Ops Officer (PP), GS-14, DDP/NEA, Egypt and Arab States Branch, Project PECTATE,
- 2. In accordance with the provisions set forth in the Director's Memorandum of 14 February 1949 entitled, "Security and Operational Clearances," a covert security clearance is granted for the use of the Subject, as described in your request as set forth in paragraph 1, above. For administrative purposes only, this clearance is effective as of 15 June 1957.
- 5.3. Subjects of covert security clearances are not to represent themselves as, nor are they to be represented as, employees of CIA.
- 4. Your attention is called to the fact that a covert security clearance does not constitute complete compliance with the provisions of CIA Regulation 10-210. Therefore, if you should desire at a later date to change the status or use of this individual, a request for clearance to cover any proposed change should be submitted to this office.
- 5. This clearance becomes invalid in the event the Subject's services are not utilized within 60 days of the date of this memorandum.

FOR THE DIRECTOR OF SECURIT:

Best N. Cuming ham Robert H. Cunningham

S-E-C-R-E-T

Date. 13 June 1957

ME MORANDUM FOR:	Chief.	Special	Security	Division

FROM

. Chief, Special Contracting, Allowances &

Processing Staff, Wing 2F Curic Hall Line and Philippe

SUBJECT

(P); Your Number 40696

1. In compliance with paragraph four (4), your memorandum date t . subject as above, clearance to cover the following proposed change in subject's status and/or use is hereby requested.

Ops Officer(PP) GS-14 DDP/WH Branch III	Position Title Grade & Salary Orgm Designation Headquarters	Ops. Off(PP) GS-14 DDP/NEA Egypt & Arab States Branch Project PECTATE
Havana, Cuba		
() Field Dept'l	Field or Hatrs.	() Field i) Dept'i

2. Changes other than specified above:

Cover is Commercial

3. The proposed effective date of this change is.

and Administrative reasons.

Please phone verbal concurrence to Dot Kreinheder X3585

LOUIS W. ARMSTRONG

Verhal Courrence

SECRET

6 5 FEB 1657

ME MORANDUM FOR:

Chief, Finance Division

SUBJECT:

Equalisation Allowance Adjustment for

Phillips , Hovid

- 1. Effective 13 January 1957, subject individual's equalization allowance is decreased from \$3780 to \$3145 per annum due to a reduced cost of living index for subject's post.
- 2. All other terms and conditions of the original authorization remain in full force and effect.

SIGNED

RALPH S. POLLOCK
Chief. Contract Personnel Division

elt-28 Feb 57
Distribution:
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26 April 1957

	à Operational Support
TIROUGH .	Contract Personnol Division
SUBJECT .	Proud cays
REFERENCE :	Memorandum for Deputy Director for Investigations & Operational Support, through, Contract Personnel Division, from this office, dated 26 April 1987
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ehanged. Please	refer to reference for new pastdonym.

/a/ J. C. KING Chief, WHD

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SECRET

26 April 1957

MEMORANDUM FOR: Deputy Director for Investigations

& Operational Support

TOR UM:

Contract Personnel Division .

SUBJECT:

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REPERENCE:

Memorandum for Peputy Director for Investigations & Operational Support, through, Contract Fersonnel Division, from this office, dated 26 April 1957

The pseudonym of subject of reference has been changed to

J. C. KING Chief, YKD

MEMORANDUM FOR: Chief,

Chief, Finance Division

SUBJECT:

Equalization Allowance Adjustment for

Phillips, Marial

- 1. Effective 7 October 1956, subject individual's equalization allowance is increased from \$3670 to \$3780 per annum.
- 2. All other terms and conditions of the original authorization remain in full force and effect.

RALPH S. POLLOGK Chief, Contract Fersonnel Division MEMORANDUM FOR: Chief, Finance Division

SUBJECT:

Equalization Allowance for

Philips Vived

i. Eudject individual is authorized an equalization allowance at the rate of \$950 per annum upon his arrival at

2. All other terms and conditions of the original authorization remain in full force and effect.



Louis W. Armstrong Chief, Contract Personnel Division

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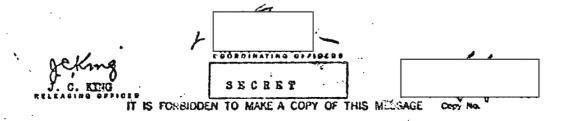
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Office Memorandum . UNITED STATES GOVERNMENT

Chief, Contract Personnel Division

DATE MAR 20 1355

FROM : Dejuty Director of Security (Investigations and Support)

SUBJECT:

1. Aeference is made to your request dated 20 January 1956 for a Covert Security Clearance to remit appointment of Subject to Staff Agent/operations officer at Havana, Cuba.

- 2. In accordance with the provisions set forth in the Director's Memorandum of 14 February 1949 entitled, "Security and Operational Plearances," a covert security clearance is granted for the covert use of the Subject, as described in your request as set forth in paragraph 71, above. This will confirm the Covert Security Clearance granted telephonically to Dr. Ken Wambold, OPD x-3585 on 26 January 1956.
- 3. Subjects of covert security clearances are not to represent themselves as, nor are they to be represented, as, employees of CIA.
- 4. Your attention is called to the fact that a covert security clearance does not constitute correcte compliance with the provisions of CIA negulation 10-210. Therefore, if you should desire at a later date to change the status or use of this individual, a request for clearance to cover any provosed change should be submitted to this office.
- 5. This clearance becomes invalid in the event the Subject's services are not utilized within oddays of the date of this memorandum.

FOR THE DIRECTOR OF DESCRITY:

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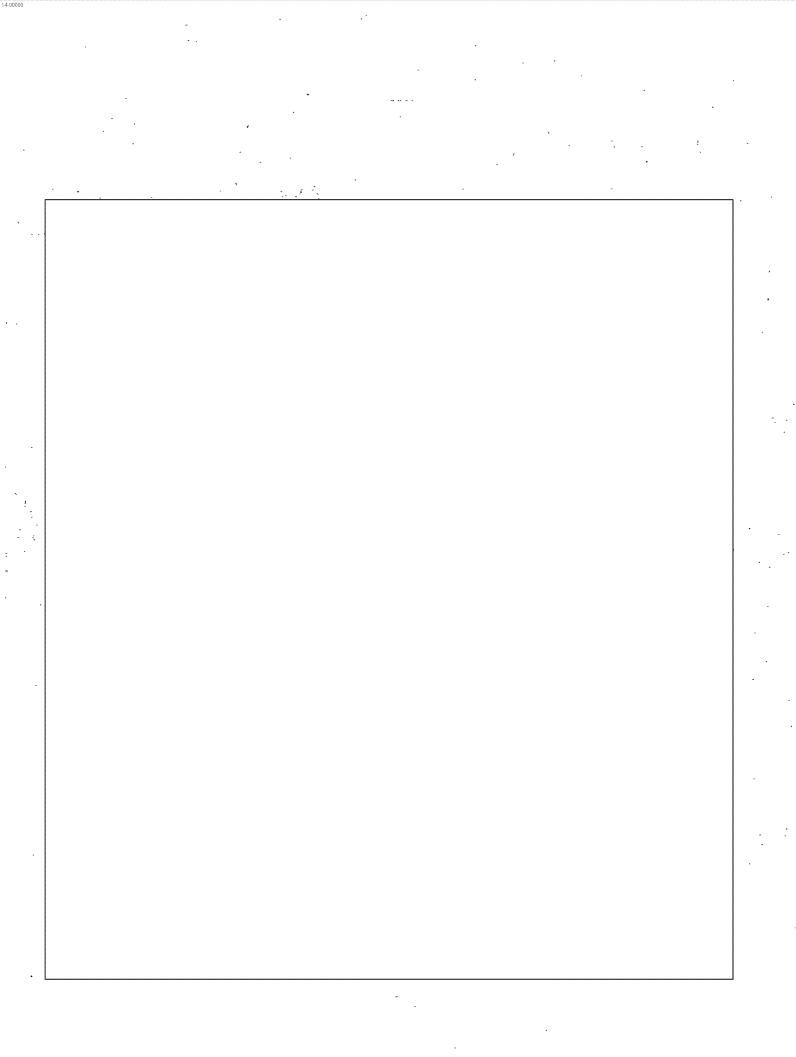
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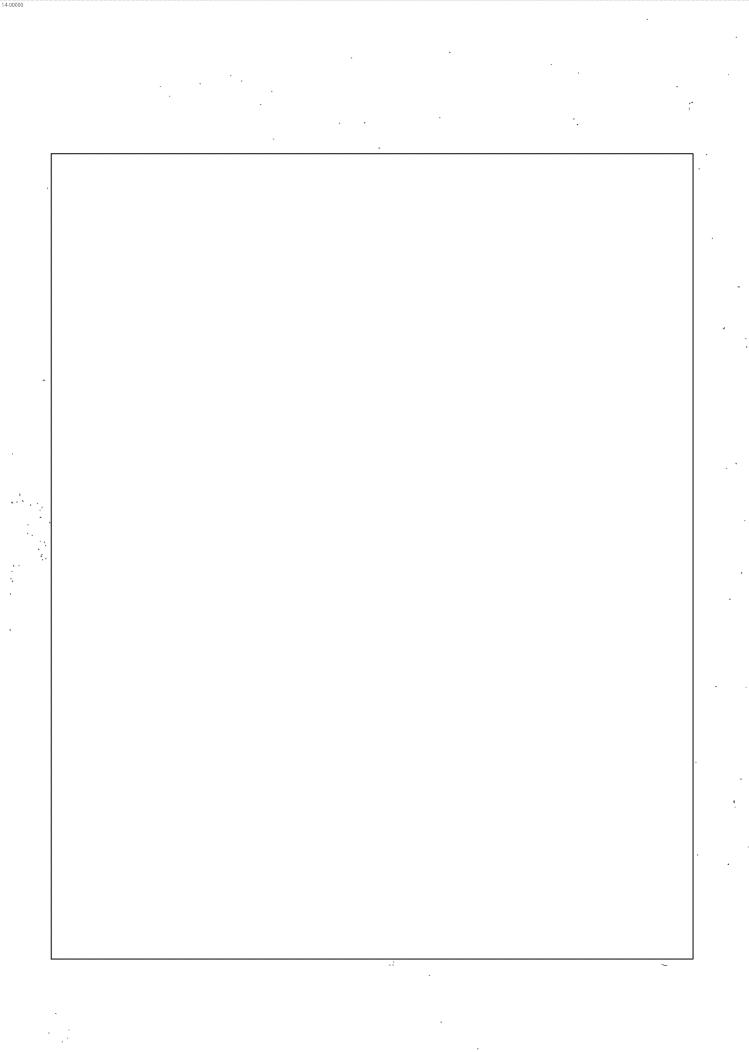
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FOR PURPOSES OF THE FAIR LABOR STANDARDS ACT, AS AMENDED. YOU ARE DESIGNATED EXCHAPT.

EFFECTIVE DATE OF DESIGNATION: OL MAY 1974.

PHILLIPS DAVID A

024345

41354523

"PAY ADJUSTMENT IN ACCURDANCE WITH THE PROVISIONS OF SECTION 5305 OF TITLE 5, U.S.C. AND EXECUTIVE CHORN 11811 PURSLANT TO AUTHORITY OF DOLAS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND DOLDINECTIVE DATED ON OCTOBER 1962."

EFFECTIVE CATE OF PAY ACJUSTMENT: 13 CCTUBER 1974

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PHILLIPS CAVID A 024345 51 050 CF GS IB 1 \$30,000

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. EFFECTIVE GATE OF PAY ACJUSTMENT: 14 CCTCREN 1973

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PHILLIPS DAVID A

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EFFECTIVE DATE OF PAY ACJUSTMENT: 07 JANUARY 1973

NAME :

CRGN. FUNDS GRESTEP

NEW SALARY

PHILLIPS CAVID A

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EFFECTIVE MATE OF PAY ADJUSTMENTE O JANUARY 1972

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EFFECTIVE DATE OF PAY ADJUSTMENTS 28 DECEMBER 1969

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EFFECTIVE DATE OF FIRE ADJUSTMENTS IS SLIV 1949

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EFFECTIVE DATE OF PAY ADJUSTMENTS & COTORER 1967

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"PAY ADJUSTMENT IN ACCORDANCE WITH SECTIONS 212 AND 216 OF PL 90-206 AND EXECUTIVE ORDER 11413 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND A-DCI DIRECTIVE DATED 8 OCTOBER 1962"

EFFECTIVE DATE OF PAY ADJUSTMENT: 19 JULY 1968

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PAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 89-504
PURSUANT TO AUTHORITY OF DOI AS PROVICED IN THE CIA ACT OF 1949,
AS AMENDED, AND A-DOI DIRECTIVE DATED 8 OCTOBER 1962."

EFFECTIVE DATE OF PAY ADJUSTMENTS 3 JULY 1966

NAME

PHILLIPS CAVID A

SERIAL ORGN. FUNDS GR-STEP SALARY SALARY
024345 51 750 CF GS 15 4 318,825 510 774

SECRET

30 June 1966

MEMORANDUM FOR: Chief, TRB

SUBJECT

: Record of Contract Service for David A. Phillips

1. Per your request we are forwarding record of Subject's contract service:

Date	Action
4 March 1954	Hired as Contract Employee
31 July 1954	Terminated
l August 1954	Hired as Contract Employee
31 March 1955	Terminated
19 August 1958	Hired as Contract Agent
13 March 1960	Terminated

- 2. Subject was employed on a full time basis with leave benefits from 4 March 1954 through 31 March 1955. Accordingly, this entire period is "creditable" for establishing his annual leave category. However, the period from 19 August 1958 through 13 March 1960, as; an independent contractor, is not creditable for this purpose. Only the period from 4 March 1954 through 31 December 1954 is "creditable for Civil Service Retirement, since Contract Employee's were mandatorily covered by Social Security as of 1 January 1955. 1951-1953 Contract Agent time is not creditable.
 - 3. Attached is OF record of Agency service with salary breakdown.

UNITED STATES GOV NMENT

Memorandum

TO : Chief, Contract Fersonnel Division

ATTN::

FROM : Compensation and Tax Division
Office of Finance

SUBJECT: Agency Service of David Atlee PVILITES

The records of the Office of Finance show the following Agency service for Subject:

Contract Agent:

EOD 1 February 1951 * 2600.00 P/M
Term 28 February 1951 * 2600.00 P/M
ECD 25 January 1952 * 36000.00 P/A
Term 31 August 1953 © (6000.00 P/A
Contract Employee:

ECD 4 March 1954 * 57200.00 P/A
Pay Inc. 1 August 1954 * 38360.00 P/A
Term. 31 March 1955 * 88360.00 P/A

Staff Employee:

Ex. Appt. 1 April 1955 * \$9600.00 P/A
Pes. 6 February 1956 * \$10,320.00 P/A

Staff Agent:

Ex. Appt. 7 February 195/ 1 \$10,320.00 P/A
PSI 7 October 1956 | \$16, 535.00 P/A
Pay Paise 12 January 1958 1 \$11,595.00 P/A
PSI 6 April 1958 | \$11,825.00 P/A
Pses. 13 August 1958 | \$11,835.00 P/A

Contract Agent:

EOD 19 August 1958 1 \$7,200.00 F/A Term. 13 Farch 1960 1 \$7,200.00 F/A

Just culture CPD

Staff Employee:

Fy. Arpt. 14 Farch 1960 \$11,835.00 P/A
Subject has been a Staff Employee since 14 Farch 1960 of Scaff
Employee

Chief
Agent Payroll Branch

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 PHILLIPS DAVID A
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GENERAL SCHEDULE RATES Federal Employees Salary Act of 1964

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GS- 2	3,680									
GS- 3	4,005			4,410	4,545	4,680	4,815	4,950	5,085	5,220
GS- 4	4,480	4,630	4,780	4,930	5,080	5,230	5,380	5,530	5,680	5,830
GS- 5	5,000		5,330				5,990	6,155	6,320	6,485
GS- 6	5,505		5,875	6,060	6,245	6,430	6,615	6,800	6,985	7,170
GS- 7	6,050	6,250	6,450	6,650	6,850	7,050			7,650	7,850
GS- 8	6,630	6,850	7,070	7,290	7,510	7,730	7,950		8,390	8,610
GS- 9	7,220	7,465	7,710	7,955	8,200		8,690		9,180	9,425
GS-10	7,900	8,170	8,440		8,980		9,520		10,060	
GS-11	8,650		9,240				10,420			
GS-12										
GS-13										
GS-14	14,170	14,660	15,150	15,540	16,130	16,620	17,110	17,600	18,090	18,580
GS-15	16,460	17,030	17,600	18,170	18,740	19,310	19,880	20.450	21,020	21,590
GS-16						22,210	22,865	23,520	24,175	
GS-17	21,445	22,195	22,945	23,695	24,445]	
GS-18	24,500									

IN ACCORDANCE WITH THE PROVISIONS OF PURLIC LAW 87*793 AND OCT MEMORANDUM DATED 1 AUGUST 1996; SALARY IS ADJUSTED AS FOLLOWS, EFFECTIVE 5 JANUARY 1964.

NAME SEHIAL ORGN FUNDS GR-ST SALARY SALAR SHILLIPS UAVID A 024342 51 700 CF GS 15 3 \$15,425 \$10,45

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cr 8 64 700 024345 PHILLIPS CAVID A OLO SALARY HATE NEW SALARY HATE PSI LSI ADJ EHective Date GS 14 4 514,120 09/17/61 GS 14 5 514,545 09/15/63 55K / NO EXCESS LWOP / IN PAY STATUS AT END OF WAITING PERIOD / LWOP STATUS AT END OF WAITING PERIOD AUDITED BY CLERKS INITIALS I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF AN ACCEPTABLE LEVEL OF COMPETENCE. PAY CHANGE NOTIFICATION Cesoirie Previous Edison 9 61 560

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9 PHILLIPS DAVID A 524345 46 17 GS-14 3 \$11,835 \$12,730

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757 EMMETT D. FCHOLS
DIRECTOR OF PERSONNEL

NOTIFICATION OF PERSONNEL ACTION BWS: 15 APR 1960 3 Date Cl Birth 14 Vot. Prof 5. Sex 1. Serial No. 2. Name (Last-First-Middle) 10 31 22 03 14 60 524345 PHILLIPS DAVID A SCD 10. Aper Alliday, 11 HGU 12. 8. CSC Romt. 9. CSC Or Other Legal Authority LCD 13. MH. SPT Yr. Yes-1 Coa. Mo. Do. No. 05 Mb. Do Yr. Yes-1 Code 02 12 54 Nc 2 1 50 USCA 403 J PREVIOUS ASSIGNMENT 14. Organizational Designations 15. Location Of Official Station Station Code CS/CS DEVELOPMENT COMPLEMENT DOP WH DIVISION WASH., D.C. 75013 16. Dept. - Field | 17. Position Title 13. Position No. N.Serv. 20. Occup. Series Dent - 1 Code UKilid - 3 1 Fran - 5 031460 OPS OFFICER 0136.01 24. Date Ot G-34 195, 25 21. Grade & Step 92. Salary Or Rate 93. SD 03 14 60 02 17 01 0320 1998 14 3 \$ 11835 ACTION ercC it3 pe 27. Nature Of Action Code 89. Type Of Embarros Code: 30. Separation Data Mga Da. Yr. 10 | 17 | 60 | REGILAR REASSIGNAENT PRESENT ASSIGNMENT 31 Organizational Decanations Code | 38 Location Of Otheral Station Station Code DOP WH BRANCH 4 14617 75013 33. Pert. Field | 34. Position Little ;35. Perison No. 35. Serv. 37. Occup. Series Decr 1 Code Ushd 3 1 OPS OFFICER CE 24 GS 0136.01 18. Grada & Step 39. Salary Or Rate 12 Appropriation Nu 13 Appropriation Nu 14 Appropriation Nu 15 60 09 17 61 0135 1000 1000 40. 50 43 Appropriation Number \$ 11835 14 3 D 46. Komerks 11-21-60 WK

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ENTRAL INTELLIGENCE AGENC

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Hr. David A. Phillips	- · ·	31 Oct 1922		7 Peb 1956
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STANCARD FORM 50 48 PARTS

ALL APRIL 1951
PROMULGATED BY

B. CINE, STRVICE COMMISSION

CENTRAL INTELLIGENCE AGENCY

BRAPRUS SPA . (21581718) . twat Kriels 380. 288-4818 8m. 3MAH .f		2 5475 28	#.¥{≒	A JOURNAL OF ACTION NO	A DATE
Mr. David A. Phillips		31 Cet	-		4 Cetober 1955
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STANDARD FORM 50 (8 PART)

- 64 APRIL 1881
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CENTRAL INTELLIGENCE AGENCY

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CENTRAL INTELLIGENCE AGENCY

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Mr. David A. Fhillips		31 Octo		322	1 April 1955
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0 v. s. SOVERBURH PRINTING OFFICE SESSO 1950

12 May 1966

Chief, Contract Personnel Division HOLTHIGHTA SUBJECT Verification of Contract Service PHILLIPS, David A.

In order to establish the salary, LCD and to compute the SCD for both leave and retirement purposes, it is necessary to verify the contract service and salary of David A. FHILLIPS, DOB 31 October 1922, who claims employment with this Agency in a contract status from 27 wereh 1952 to 1 April 1955 and from 19 August 1958 to 13 March 1960.

Saned

Deputy Chief, Transactions & Records Branch

Distribution:

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30 June 1966

31 March 1955

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WH/Personnel

30 June 1966

MEMORANDUM FOR : Chief, TRB

SUBJECT

: Record of Contract Service for David A. Phillips

1. Per your request we are forwarding record of Subject's contract service:

Date ,	Action				
4 March 1954	Hired as Contract Employee				
31 July 1954	Terminated				
1 August 1954	Hired as Contract Employee				
31 March 1955	Terminated				
19 August 1953	Hired as Contract Agent				
13 March 1940	Terminated				

- 2. Subject was employed on a full time basis with leave benefits
 from 4 March 1954 through 31 March 1955. Accordingly, this entire period
 is creditable for establishing his annual leave category. However, the
 period from 19 August 1958 through 13 March 1950, as an independent contractor,
 is not creditable for this purpose. Only the period from 4 March 1954
 through 31 December 1954 is "creditable for Civil Service Retirement,
 since Contract Employee's were mandatorily covered by Social Security
 as of 1 January 1955. 1951-1953 Contract Agent time is not creditable
 - 3. Attached is OF record of Agency service with salary breakdown.

Rogers C. Brooks
Acting Chief. Contract Personnel Division

Distribution:

Orig - Addressee

2 - CPD

Chief. Contract Personnel Division

Commensation and Tax Division Office of Finance

Agency Service of David Atlee PHILLIPS

The records of the Office of Finence show the following Agency service for Subject:

Contract Agents

ECD 1 February 1951 7 3600.00 P/M Term 28 February 1951 6 3600.00 P/M

- ECD 25 January 1952 @ \$6000.00 P/A Term 31 August 1953 @ \$6000.00 P/A

ECD 4 March 1954 ~ \$7200.00 P/A Pay Inc. 1 August 1954 0 \$8360.00 P/A Term. 31 March 1955 0 \$8360.00 P/A

Staff Employee:

Ex. Appt. 1 April 1955 3 09600.00 P/A Pes. 6 February 1956 0 (10,320.00 P/A

Staff Agent:

Ey. Appt. 7 February 1956 C \$10,320.00 P/A PGI 7 Cotober 1956 C \$10, 535.00 P/A Pay Paise 12 January 1953 C \$11,595.00 P/A PGI 6 April 1958 C \$11,835.00 P/A Pcs. 13 August 1958 G \$11,835.00 P/A

Contract Agents

End 19 August 1958 9 87,200.00 P/A Term. 13 Warch 1960 % \$7,200.00 P/A

Staff Employees

Er. Anpt. 14 March 1960 @ \$11,835.00 P/A Subject has been a Staff Employee since 14 March 1960.

Chie!

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	FITNESS REPORT		
SECTION A	GENERAL INFORMATION	Y	**********************************
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024345 Phill	ips, David A	10/31/22 M GS-	-18 D
7. OFFICIAL POSITION TITLE	S OFF DIV BR OF ASSIGN	NMENT B CURRENT STATION 10 C	ODE (ch ene)
Chief, NE Division	DDO/WH/O-CH	Headquarters SHO	8. jor
'it TYPE OF APPO	OTHER (Spec.)	12. TYPE OF REPORT	····
CAREER RESERVE CONTRAC	TEMPORARY	ANNUAL REASSIGN-	SPECIAL
C REPORTING PERIOD (FOR-20-)	14. DATE REPORT	· • · · · · · · · · · · · · · · · · · ·	
1 May 1973 - 31 March 19		11-1974	•
SECTION B	- QUALIFICATIONS UPDATE		
IF QUALIFICATIONS UPDATE FORM IS BEING WORD YES IN THE BOX TO THE RIGHT. IF			
SECTION C	PERFORMANCE EVALUATION	N	
U-Unsatistactory Performance is enacceptroble	A rating in this category requires immedia	ote and positive remedial Ethica. The nature	
could range from counseling, or proposed in Section D.	to further training, to placing on probation	, to reasugnment or to separation. Describe	action taken
		räting should be stated in Section D and re-	medial actions
Porferent Performance is satisfactory. D	s he described lesited results are being produced in the m	Ranner expected.	
S—Strong Performance is characterized			
O-Outranding Performance as a exceptional work as to warrant special re	in relation to requirements of the work and	in comparison to the performance of others	doing similar
	SPECIFIC DUTIES		
	or come bornes	and the state of t	
List up to six of the most important specific duties performs EACH specific duty. Consider CNLY effectives their ability to supervise (indicate number of employed	ness in perturmance of that duty. All employ	letter which best describes the manner in which yees with supervisory responsibilities MUST be	rajed on
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Directorate in the Wester			S
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in Stations and B		Ti neardear cers and	. .
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liaison services.	* * * * * * * * * * * * * * * * * * *		
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Represents the Directora:	o and/or the Agency	in official contacts	
with other components of			s
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Take into account everything about the employee which productiving conduct on judy cooperativeness, personant of employees over all performance during the rating p	h influences his effectiveness in his current po personal traits or habits, and particular limit	osition such as performance of specific duties. Itations or talents. Based of your knowledge	LETTER
take into account everything about the employee which	h influences his effectiveness in his current po personal traits or habits, and particular limit	osition such as performance of specific duties. Itations or talents. Based of your knowledge	LETTER

CLASSIFICATION

SECTION D. NARRATIVE COMMENTS

Indicate injusticula attenuation of weakhasses demonstrated in current position. Leaping in proper perspective their relationship to averall participance. Shat impressions and the personnel of wints performance Give recommendations for training Comment on foreign language completence. If required to current position. Alterty of explain ratings given in Section C to provide best basis for determining training training action. Mischip of explain ratings given in Section C to provide best basis for determining training action. Mischip drives and confronted in the use of personnel, space, equipment and highly, must be commented un, if applicable, but a space is necessarily drives section D, attach a separate their of paper.

This report covers Hr. Phillips' initial period as a Division Chief. It coincided with a period of unusually high stress and strain in the Western Hemisphere Division, particularly in relationships with the State Department and in the problems left over from our drastic measures designed to protect ourselves against a potential counterintelligence disaster. The most important fact to be recorded about Hr. Phillips' direction of his Division during this period is that he kept operations at the top of his priority list, and that as a result our operational achievements in the area during the past year have been on the whole better than in the year before.

Mr. Phillips is developing into a very competent manager, and has handled well the problems involved in adjusting to decreasing manpower ceilings. He is prudent in the use of official funds. He is a good supervisor and is providing excellent leadership to his subordinates, who have responded with a clear improvement in morale during the period since Mr. Phillips assumed charge.

(continued next page)

SECTION E		CFI	RTIFICATION AND C	OMMENT	· · · · · · · · · · · · · · · · · · ·		
			1. BY SUPERVIS				
CONTHS EMPLOYEE HA		IF THIS RES			OYEE GIVE EXPLANATION		
ATE		OFFICIALT	ITLE OF SUPERVISOR	TYPE	BRUTANDIE CHA BMAN GETNING RO GI		
22 April 1	974	Associ	ate Deputy Dir		Double 17 Plan		
		<u>.L.</u>	for Operation 2. By EMPLOY		<u> David H. Blee</u>		
BTATEMENT CONCER OF MY PE	NING THIS E	VALUATION	DATE PRIL !		NATURE OF EMPLOYEE		
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TE .							
ll June 19			TLE OF REVIEWING OFFICE		D OR PRINTED NAME AND SIGNATURE		
	74		y Director for		· -		
	74		y Director for Operations		O OR PRINTED NAME AND SIGNATURE WILLIAM B. Nelson		
CERTITY THAT HAVE		Deput	y Director for				

CLASSIFICATION

Fitness Report - David A. Phillips

Section D., Continued:

The most dramatic challenge to the capabilities of the WH Division in the past year flowed from the overthrow of the Allende government in Chile. Overall, the intelligence reporting was timely and accurate, the adjustments to our political action programs skillfully made, and the responses to Congressional inquiry well handled.

It is as a senior operations officer that Mr. Phillips has had the greatest experience, and it is not surprising that he has made an excellent input into the improvement of operational matters throughout the many areas of this hemisphere for which he is responsible. He has also consistently handled the many and important senior liaison contacts which he has made during this year, both at Headquarters and during field visits, with great effectiveness.

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CLASSIFICATION	
FITNESS REPORT	
SECTION A GENERAL INFORMATION	
1. EMPLOYEE NUMBER 2. NAME (Loid, Firs.) middle) 3. DATE OF BIRTH 4. BXX 3. GR	
7. OFFICIAL POSITION TITLE S. OFF/DIV/BR OF ASSIGNMENTS. CURRENT STATION 10.	-18 D
Chief, WH Division DDO/WH/O-CH Headquarters SM	
C CAREER REBERVE CONTRACT OTHER (Spill) TEMPORARY ANNUAL REASSIGN.	BPECIAL
13. REPORTING PERIOD (From-to-)	,
1 May 1973 - 31 March 1974 30 April 1974	
SECTION B QUALIFICATIONS UPDATE	
IF QUALIFICATIONS UPDATE FORM IS BEING SUBMITTED WITH CHANGES, AND IS AFFACHED FO THIS REPORT, PLACE TO WORD "YES" IN THE BOX TO THE RIGHT, IF NO CHANGES ARE REQUIRED; PLACE THE WORD "NO! IN THE BOX AT ENGINEER."	
SECTION C PERFORMANCE EVALUATION	3 4 al
U-Uniabiliating Performance is enacceptable. A rating in this category requires symmetries and positive remedial action. The nature could range from counseling, to further training to placing on probability, to reasugnment or to separation or proposed in Section D.	
M-Marginal Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section D and retaken as recommended should be described.	medial action
P-Proficient Performance is satisfactory. Desired results are being produced in the manner expected. 5—5-rang Performance is characterized by exceptional proficiency.	
S-Strang Performance is characterized by exceptional proficiency. O-Outstanding Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others work as to warrant special recognition.	doing simik
SPECIFIC DUTIES	
List up to six of the most important specific duting performed during the rating period, lesert rating better which best describes the manese in which performs EACM specific duty. Consider ONLY, effectiveness in performance of short duty. All employees with supervisory responsibilities MUST be their ability to supervise (indicate number of amployees supervised).	r toted ca
BPECHIC DUTY NO. 1	RATING
Plans, organizes and implements the programs of the Operations Directorate in the Western Hemisphere area.	s
SPECIFIC DUTY NO. 3	RATION
Supervises approximatelystaff employees in Headquarters and	LETTE
in Stations and Bases abroad.	s
EPECIFIC DUTY NO. 3	RATING
Represents the Agency in contacts with senior representatives of liaison services.	0
PECIFIC DUTY NO. 4	RATING
Represents the Directorate and/or the Agency in official contacts with other components of our government.	s
PECIFIC DUTY NO. 8	RATING
Implements the EEO policy of the Agency.	LETTER
morements the med portey of the Agency.	S
PECIFIC DUTY NO. 6	MATING
OVERALL PERFORMANCE IN CURRENT POSITION	<u></u>
nee late account everything about the employee which littleances ha affectiveness in his current position such as performance of specific shakes.	T RAY: SO
ne lefe account everything about the employee which bittemens his attentiones in his trivial position such as performance of specific amely, roductivity, cjuduct on job, cooperohiveness, perfinent personal malk to kobils, and porticular finitioniss or talents. Based on sow knowledge I employee is uverall performance during the roung period, place the letter is the roung box corresponding to the statement typic acid acceptance.	S

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CLASSIFICATION

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123. MAPORT CE BY

SECTION D

SECTION E

NARRATIVE COMMENTS

Indicate significant strengths or weaknesses demanstrated in current position keeping in proper perspective their retationship to overall performance. State suggestions made for improvement of more performance. Give recommendations for statings. Considering for statings. Considering for statings, Considering for the state of the current position. Amplify or explain retings given in Section C to provide best basis for desemble future personned action. Manner of performance of monagerist or supervisory delice and cost considerations in the use of personnel, space, equipment and funds, must be commented on, it applicable. If only one of the state of

This report covers Mr. Phillips' initial period as a Division Chief. It coincided with a period of unusually high stress and strain in the Western Hemisphere Division, particularly in relationships with the State Department and in the problems left over from our drastic measures designed to protect ourselves against a potential counterintelligence disaster. The most important fact to be recorded about Mr. Phillips' direction of his Division during this period is that he kept operations at the top of his priority list, and that as a result our operational achievements in the area during the past year have been on the whole better than in the year before.

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CERTIFICATION AND COMMENTS

(continued next page)

			1. BY SUPERVIS	OR	· ·
MONTHS EMPLO	TE HAS BEEN	IF THIS RE	PORT HAS NOT DEEN SHOW	N TO	EMPLOYEE, GIVE EXPLANATION
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DATE	The state of the s	OFFICIAL T	ITLE OF SUPERVISOR	-	TYPEO OR PRINTED NAME AND BIGHATURE
· 22 Apri	L 1974	Associ	ate Deputy Dire		Divid to Blee
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			3. BY REVIEWING C	FFICI	AL
whose	es of a Div managem t rato perf	rision Chic ent technic ormance.	ef's job in Washir	gtor are	er who is learning rapidly the n. He is an inspirational leader e still developing. All in all
ll Jun	e-1974	Deput	y Director for Operations		William E. Nelson
الاستوادة والتقويس والمستوادة والمراوس			4. BY EMPLOYE	<u> </u>	WELLERIN E. RCL 7011
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Fitness Report - David A. Phillips

Section D., Continued:

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The most dramatic challenge to the capabilities of the WH Division in the past year flowed from the overthrow of the Allende government in Chile. Overall, the intelligence reporting was timely and accurate, the adjustments to our political action programs skillfully made, and the responses to Congressional inquiry well handled.

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CLASSIFICATION SECRET

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SECTION D	NARRATIVE COMME	niin minimuumaaniin maaniin ma NTS
indicate significant strengths or weakn	asses demonstrated in current position keeping in pri	per perspective their relationship to averall perfermence. Ste
turrent poemun. Amplify or explain re	tings given in Section C to provide best basis for c	g. Comment on foreign language competence, if required for intermining future personnel action. Manner of performance of
entru époce le needed to complete Section	on D. affach a separate sheet of paper.	uipment and funds, must be commented on, if opplicable.
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ECTION E	CERTIFICATION AND COM	MENTS
1.	BY EMPLOYEE	
DATE CERTIFY	THAT I HAVE SEEN SECTIONS A, B, C	AND D OF THIS REPORT
· ·	lac is	
2.	BY SUPERVISOR	
months employee mad seen Under my supervision	IF THIS REPORT HAS NOT BEEN SHOWN TO	employee, give explanation
	P ₀	
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPER OF PRINTED NAME AND BIGNATURE
7 (1924	124 La martine some	Theodore G. Shackley
l.	BY REVIEWING OFFICIAL	
COMMENTS OF REVIEWING OFFICIAL		
	is a highly experienced senior	
	ership ability. In both the Cheport his performance was s	
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ATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPAD OR PRINTED NAME AND BIGNATURE
8 Jan 1974	And/o	David H. Blee

CLASSIFICATION S E C R E T

SECTION D	· NARRATIVE COMMENTS	
Station during Mr. Phillips became during the period Aug Phillips was responsiful Additionally, Mr. Phi which was economic intelligence are high in	covered by this report Mr. Phillips was g the time frame February to August 15 the Chief of Station, and serve ust 1972 to April 1973. At both of these ble for managing an average of Agen llips supervised in this period an averagent on FI, CA, CI, anti-narcotics at operations. American policy interests terms of the United States scale of values that Mr. Phillips was assigned to two time span.	of 72. After that d in e posts Mr. expemployees. age FY budget of a in and ues for Latin
places his time, attent signed to acquire intel	Mr. Phillips is operations oriented. It ion and command emphasis on program ligence and agents. This approach has rms of FI and CA operations which are	ns that are de-
who focused Station re telligence and the anti- moved into gear Mr. I just been in place at hi can only say that Mr. duties against these pr mentation at each of th measuring tangible suc-	vas also active at both posts as an oper sources on the Soviet target, protected narcotics effort. Unfortunately, as the phillips was also in motion between States second Station for less than a year. Phillips made all the right moves in his lority targets. The brevity of his progret two posts did not provide a solid basiness. In short Mr. Phillips deserves magination on programs that were receivers.	economic in- ese programs tions, or had As a result one s managerial ram imple- s, however, for high marks for
from one city to another In overview was well done did not have s strative field. The sco	oblems that are faced when a Station mer were still challenging Mr. Phillips we terms, however, the move from. This does not mean that Mr. Phillips ome gaps to fill or adjustments to make ope of these actions, however, was in to the fact that while his basic interest	to to s' successor at in the admini-

-2.

operations, administration per se is not a totally alien field to Mr. Phillips.

5. In representational terms Mr. Phillips did a sound job	in winning
and maintaining the respect of the American Ambassadors in	and
This is due in large measure to Mr. Phillips' nativ	e charm,
area knowledge, and language skills	In addition,
Mr. Phillips is people oriented, and this makes it possible for l	him to sell
himself and CIA to senior American officials at the Ambassador	level.

- 6. In personal terms Mr. Phillips is a hard-working, dedicated officer who is a good team player. This officer has the intent, capability and desire to fulfill the needs of the Organization. He is particularly well versed in CA skills and is politically oriented. As a result he likes the challenge of election operations and is well qualified in this area.
- 7. Mr. Phillips' total performance during the period covered by this report merits an evaluation of Strong.
- 8. In terms of future assignments Mr. Phillips is likely to be at his professional best in field activities. This officer is highly specialized in Latin American affairs, but he is perfectly capable of being a Station Chief at most Agency posts in Europe or Asia.
- 9. Mr. Phillips' activities come to the attention of the Rating Officer on a daily basis.

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45.67.4		<u> </u>		·		VETOT	
SECTION A	(Leet) (Fire() (Middle)	GENERAL	TE OF BIRTH 3- SEX	14. GR	ADE S.	E /2
Phi	llips, David		31	Oct 1922 M.	GS-	-17	D -
6. OFFICIAL POS	ition titue ef of Statio	n		P/DIV/PR OF ASSIGNME P/WH/5	NT 3. CU	RRENT ST	ATION
	PE OF APPOINTMENT	•		ECK (X) TYPE OF REP	ORT		
X CAREER		TEMPORARY		INITIAL	. I X.	REASSIGN	MENT SUPERVISOR
CAREER-PI	OVISIONAL (See Instru	ctions - Section C)	-	ANNUÂL .		REABSIGN	MENT EMPLOYEE
SPECIAL (5	pecify):			SPECIAL (Specify):	·		
11. DATE REPORT	DUE IN O.P.			PORTING PERIOD (Fice	_		
	, ,			July 1971 -	31 Ja	nuary	1972
SECTION B	,	PERFORMA	ANCE EVA	LUATION			
U-Unsatisfactory	Performance is unaccep could range from count or proposed in Section	eling, to further training,	egory require to placing on	s immediate and positive t probation, to reassignment	emedial ac Far,to sepi	tion. The na irotion. Dex	ture of the action cribe action taken
M-Marginal	Performance is deficient taken or recommended t		ons for assign	ing this rating should be s	tated in Se	ction C and	remedial actions
P-Proficient		ory. Desired results are bei	• • •	in the manner expected.			
S-Strong		rized by exceptional profi					
O-Outstanding	Performance is so excep- work as to warrant speci	tional in relation to require at recognition,	ements of the	work and in comparison to	the perfor	mance of ol	hers doing similar
		SPE	CIFIC DU	ries			-
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DATE	SIGNATURE OF EMPLOYEE	
27 January 1972	/s/ Day	vid A. Phill£ps
2.	BY SUPERVISOR	TO SABI OVER CHE EVEL ANATION
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DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE
10 January 1972	Chief, WII Division	William V. Broe
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Mr. Phillips continues to show excellent growth potential and his breath of capabilities qualifies him for advancement to senior echelons.

Station, Phillips as	very Strong as Chief of
· · ·	William V. Broe Chief Western Hemisphere Division
I certify that I have seen this memorandum: /s/ David A. Phillips David A. Phillips	This fitness report is being sent to David A. Phillips in for his signature and to be returned to Headquarters for file. 27 January 1972 Date
Comments of Reviewing Offici I completele and shall all the	al: g agree with this high lating at Isubject has hampled a I interest in aith J diplomatic text and some
fredgesent.	diplomatic tect and sound Cord Meyer Jr Cord Meyer Jr Assistant Deputy Director for Plans

10 January 1972

MEMORANDUM IN LIEU OF FITNESS REPORT.

SUBJECT: David A. Phillips 1 July - 31 December 1971

This memorandum is in lieu of a fitness report to cover Mr. Phillips' performance during the period I July to 31 December 1971. This rating is being prepared in view of the rater's imminent departure from the Division.

Last month Mr. Phillips was promoted from GS-16 to GS-17. There is no better evidence of the high esteem in which he is held by his superiors in the Agency.

During this rating peri-	od Mr. Phillips transferred
the station from	This move,
however, divorces the Chief of	Station from the main area
of operations.	In spite of this Mr. Phillips
through much extra effort and	time on his part, has been
able to maintain a high operati	onul tempo in the station.
Station relations with ke government, especially the sechighly productive but through related on a much high	curity agencies, have been ecent efforts, these relations

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DATE	OFFICIAL TITE	E OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE
30 June 1971	Chief,	WH Division	William V. Broe
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,	Assistar	it Deputy Dire or Plans	ctor /signed/ Cord Meyer, Jr.
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30 June 1971

MEMORANDUM IN LIEU OF FITNESS REPORT

SUBJECT: Mr. David A. Phillips
1 April 1970 - 30 June 1971

This memorandum is in lieu of the fitness report on Mr. Phillips as Chief of Station, during the period 1 April 1970 to 30 June 1971.

Mr. Phillips is a highly capable, versatile and imaginative Operations Officer and manager who makes a substantial contribution to the Clandestine Service.

The above statement is borne out by the fact that faced with a highly difficult, sensitive operational problem of the utmost priority in the fall of 1970, the Rater immediately thought of Mr. Phillips as the man to head the Task Force and received immediate and enthusiastic endorsement from the Deputy Director for Plans and the Director for Mr. Phillips' assignment. He was recalled from took over the Task Force, and handled it in an outstanding manner.

My first statement is further borne out by the fact that Ambassador ______, on a recent visit to Washington, made a special effort to express to the Rater his appreciation for Mr. Phillips' support to him and the Embassy and to express further his appreciation to the Agency for furnishing him a man of Mr. Phillips' caliber.

SECRE PROPERTY

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Mr. Phillips has a large, widely spread operation with Bases in However, he has succeeded in keeping them well coordinated and dead on the target.

I rate Mr. Phillips as Strong as Chief of Station, William V. Broe Chief Western Hemisphere Division

I certify that I have seen this memorandum:

David A. Phillips Date

Comments of Reviewing Official: I would have used this performance as very strong. Excellent political includes and the shifty to insule the most shifty and with task and directions clausely changes this performance.

Assistant Deputy Director for Plans Date

SFORT

TRAINING REPORT

Course # 3/71

Specialized Training in Weapons for Self-Defense and Countermeasures Against Vehicular Kidnapping

Date: 2-5 February 1971

FHILLIPS, David A. Trainee:

Office: WH

Purpose and Scope of the Course:

The course provides basic proficiency training in the use of weapons for self-defense and in the techniques of evasive driving to counter vehicular kidnapping for Agency officers being assigned to hostile or unstable political and operational environments abroad.

Achievement Record:

This is to certify that Mr. Fhillies has satisfactorily completed the prescribed course of instruction.

FOR THE DIRECTOR OF TRAINING:

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	FITNESS REPORT	•	•	. (024345			
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	Phillips, David A		/31/22	. M	16			
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\$	OS PE OF APPOINTMENT		P/WH/Br.5		<u> </u>			
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SECTION B	PERFORMA				11 . 7			
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M-Marginal	Performance is deficient in some aspects. The reaso taken or recommended should be described.	-			d in Section C	and remedial	actions	
P-Proficient	Performance is satisfactory. Desired results are bein		in the manner exp	occted.				
S-Strong O-Outstanding	Performance is characterized by exceptional profici Performance is so exceptional in relation to requiren work as to warrant special recognition.	-	work and in com	parison to the	performance a	t others doing	ı similar	
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manner in which e	the most important specific duties performed d imployee performs EACH specific duty. Cons esponsibilities MUST be rated on their ability	ider ONL)	effectivenoss	in performa	nce of that o	luty. Allen		
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PECIFIC DUTY NO), 6				5 AUG		RATING LETTER	
	OVERALL PERFORMAN	ICE IN C	URRENT PO	SITION				
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SECTION C NARRATIVE COMMENTS Indicate significant strengths of meaknesses demonstrated in current position keeping in proper perspective their relationship to averall performance. State suggestions mind for inner remons of work performance. Give recommendations for training. Comment on foreign language competence, if required for current positions. Amplify or explain rutings sive, in Section 2 to provide best basis for defermining future personnel action. Mainer of performance of managerial or supervisory duties and cost consciousness in the use of personnel, space, equipment and funds, must be commented on, it applicable. If extra space is needed to complete Section C, attack a separate sheet at paper. . Aug -4 348 fft 70 See Attached Memorandum in Lieu of Fitness Report. SECTION D CERTIFICATION AND COMMENTS BY EMPLOYEE I CEPTIFY THAT I HAVE SEEN SECTIONS A, B. AND C OF THIS REPORT SIGNATURE OF EMPLOYEE BY SUPERVISOR MAS NOT BÉEN SHOWN TO EMPLOYEE, GIVE EXPLANATION PED OR PRINTED NAME AND SIGNATURE / Signed/ OFFICIAL TITLE OF SUPERVISOR DATE '15 July 1970 William V. Broe Chief, WH Division BY REVIEWING OFFICIAL COMMENTS OF REVIEWING OFFICIAL

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Assistant Deputy Director

for Plans

2 1 JUL 1970

15 July 1970

MEMORANDUM IN LIEU OF FITNESS REPORT

SUBJECT: Mr. David A. Phillips 1 April 1969 - 31 March 1970

community.

This memorandum is in lieu of the fitness report on Mr. David A. Phillips as Chief of Station, during the period 1 April 1969 to 31 March 1970. During this period Mr. Phillips took over command of the Station. It is typical of Mr. Phillips that he made excellent preparation for this assignment, including a fulltime course Mr. Phillips has brought to his new position the operational zeal and enthusiasm that has characterized all of his previous positions. _____ by the very nature of its size but, more importantly, the type of "strait jacket" government in power, is a difficult place to operate on a broad plain. Mr. Phillips has the station moving and real effort and progress is seen on the more difficult targets, such as the Soviets. He has excellent relations within the embassy and is recognized for his contribution to He, of course, handles his haison contacts with mature style and is very actively developing a number of contacts in the local

present high morale of the	Station and its
Bases is a living proof of this.	
tional planning and guidance and cost consciousness.	d exhibits a high degree of
I rate Mr. Phillips as S.	trong as Chief of Station,
We	Miliam V. Broe Chief estern Hemisphere Division

David A. Phillips

I certify that I have seen this memorandum:

26 Sept 1970

Date of Report

15 January 1970

Student Names

PHILLIPS, DAVID A.

Courses

Inclusive Dates

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1		Sefore -	After
l	Speaking		
1	Aural Como	″, es"es _	3
I	Read Comp.		3 ●
ľ	* Instructo	rs Estim	ata vice
l	Offi	cial Tes	t

Hours of Instruction Scheduled 244 Fetual 108 Absences 28

FULL-TIME 11/03/69-12/18/69

LANGUAGE TRAINING VINS AND EVALUATION CRITERIA

The general aim of this course of study was to provide the student with a command of a foreign language in a skill and at the level set by the sponsoring office. Speaking, aural comprehension and reading comprehension, as required, were emphasized. Fluency and accuracy were given equal importance in training and in evaluation of the student. Cultural matters were covered only incidentally.

This student evaluation is based on (1) Instructor and Linguist observations; (2) regularly administered oral and written achievement tests; (3) a final comprehensive achievement examination. The achievement rating reflects only performance and achievement in the course and is conditioned by the length of time the student spent in training, achievement potential based upon his or her abtitude for language study and upon motivation. This rating should not be confused with the Proficiency Rating which is submitted separately on form 1273, Certification of Language Proficiency.

	PROGRESS IN ACHIEVING COURSE A	IMS
	crurse is shown as unsatisfactory	
above average, superior wi	nen compared against established	standards for such training).
Speaking	/ural Comprehension	: Reading Comprehension
	,	
SUPERIOR	SUPERIOR	n.A.

PERFORMINCE FVALUATION

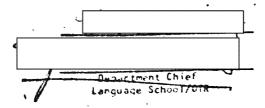
In six weeks the student covered the entire DLI course of 75 lessons which usually takes 4 to 6 months to complete. His study habits and approach to language learning were excellent and he made maximum use of the time available.

The joint decision by instructor and student to rush through 75 lessons was based on:

- (1) the student's determination to make as much of a conversion from as possible and
- (2) on the instructor's faith and confidence in the student's ability to do so.

In cases where the principal objective is to convert a student's command of the point is often reached where the student is able to understand and make himself understood most adequately without, See reverse side for additional comment

For the Director of Training:



however, his having achieved a corresponding tested level because of the

In the case of this student, I judge his command of the language to be already adequate for all situations he may encounter in the field. So that while he may not test quite elementary, in reality, and as far as ability to communicate effectively is concerned, he would have to be rated intermediate.

120 % 2 %

THOMNICAL SURVIOUS MIVISION -- THOMNICAL SCHOOL SHORT RANGE AGENT CONTACT SURVEY (A-106)

Training Report

Name :	PHILLIPS, David A.
Office:	WH/COG
Date : _	6 June 1969
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To సహ	ovide a general knowledge in:
	a. Selected gear used for clandestine short range agent contacts. Included are representative samples of:
· veg '	One way RP radio devices; two way RP radio devices; two way apraid devices; optical communicators; and special telephone devices used for establishing agent contact.
·, ·	b. The milosophy, purpose, considerations and immage ability of their range agent contact systems; uncluding message security, link scourtly, reliability and feasibility of agent contact systems.
	TNSWALOVOR TSD/TECHNICAL SCHOOL

820229

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	Chillips, David A.	1			GS-16 D			
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O - Outstanding	Performance is so exceptional in relation to re others doing similar work as to warrant specia	quireme	nts of the work	and in com	parlson to the perfer	man ce of		
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rmance of specifi rticular limitation:	verything about the emplayee which influences c duties, productivity, conduct on job, coops s or talents. Based on your knowledge of em le-rating bax corresponding to the statement wi	rativeno playae*:	ss, pertinent overall perfo	personal tra	its or habits, and ng the rating period,	RATING LETTER		

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Section C, attach a separate sh	eet of paper.		
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9 June 1969 2.	/signed/] BY SUPERVISOR	David A. Philli	ps
MONTHS EMPLOYEE HAS REEN	IF THIS REPORT HAS NOT BEEN SHOWN TO B	EMPLOYEE, GIVE EXPL	ANATION
UNDER MY SUPERVISION	***	•	
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DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED	NAME AND SIGNATURE
6 June 1969	Deputy Chief, WH Division	/signad/ To	L. D. Wantan
J	BY REVIEWING OFFICIAL	/ Signed/ Jo	hn R. Horton
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27 June 1969	Chief, WH Division	/signed/ Wil	lliam V. Broe

MEMORANDUM IN LIEU OF FITNESS REPORT

SUBJECT: Mr. David A. Phillips
1 April 1968 to 31 March 1969

Mr. Phillips continues to head the Division's program against the high-priority Cuban target, although he has also been selected to fill an unusually responsible job overseas in the coming year, both of which jobs testify to the high regard in which he is held by his superiors in the Agency. Mr. Phillips has had the difficult task of presiding over a show which is being cut back, in terms of money and people, and in which task he has played a major role. At the same time as doing a pruning job, he has had to try to maintain a vigorous program and to keep up enthusiasm. His own qualities of personal leadership and of magnetism have done a great deal to keep up enthusiasm among his people. He has a positive attitude toward operations and is determined; his day-to-day concern is for developing new operations, and he has put all of his own notable vigor and drive into operational directions.

Mr. Phillips knows his target and knows Latin America well and he brings a good feel and insight into his work, which is never pedestrian or unimaginative. He speaks well and convincingly and makes a very good impression both within the Agency and outside, where he serves the Agency well in his relations with other government elements. He also writes notably well.

His task this year has not been easy for he has had to deal with an experimental situation, to a considerable extent, with the new Miami station which he is responsible for supporting and guiding. He has had to exercise a good deal of tact and diplomacy in the doing of it and he has done a good job of reconciling often conflicting views. He has shown a good head for costs in all of this.

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Mr. Phillips is a notably good supervisor, especially with younger officers, for whom he is an object of admiration and emulation. Mr. Phillips is a fast-moving, energetic person and he has some of the faults that often go with this virtue: he is impatient with details and "paper" with the consequence that if someone else does not do it for him, his work is sometimes marred by inaccuracies and imprecisions.

Without going into it, it should be noted that Mr. Phillips has had a very trying year personally and it is a proof of his strength of character that he has not only come through it but has hardly broken his stride in carrying out a demanding job, or being any less than his usual cheerful and charming self.

His performance has been very Strong.

John R. Horton
Deputy Chief
Western Hemisphere Division

this memorandum:

Comments of Reviewing Official:

I certify that I have seen

David A. Phillips

I concur in the above rating of Mr. Phillips. Dave Phillips is an operator in the solid professional sense of the word. I have great hopes for the which he takes over early in 1970.

Chief

27 June 1969

Western Hemisphere Division

Date

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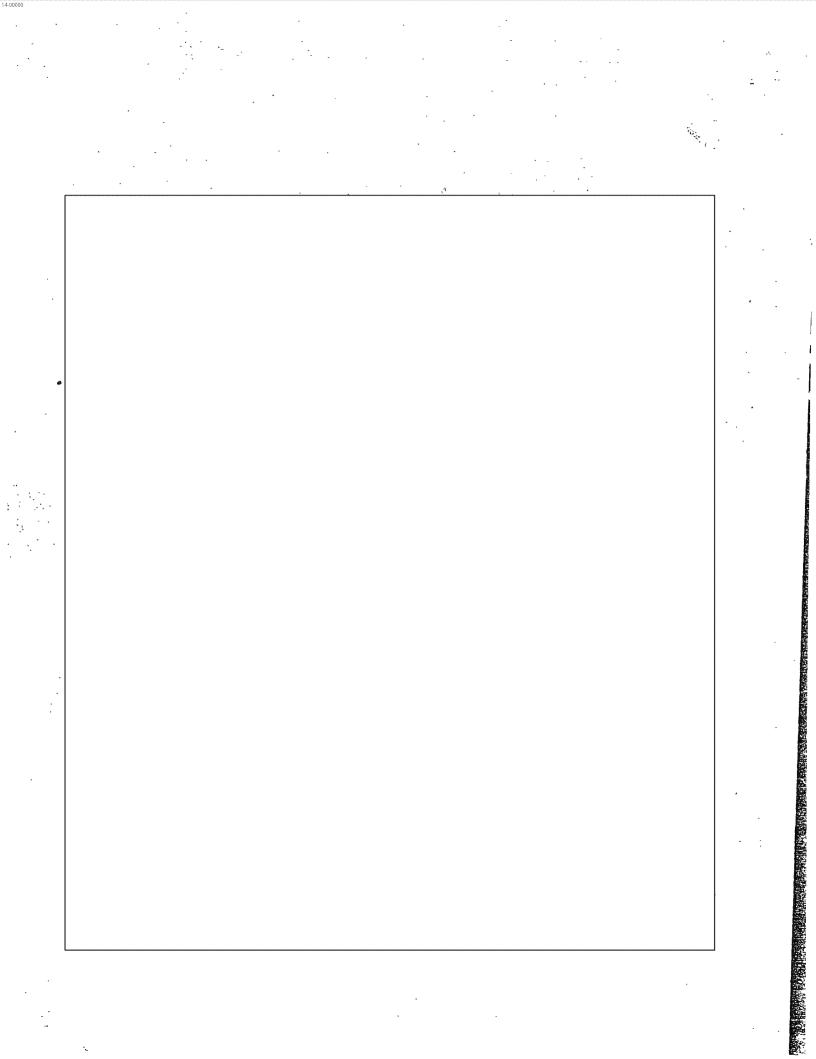
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-	Review	red by 0	P/PD/I	EAB				*********					

FORM 45 USE PREVIOUS EDITIONS

SECTION'C	HARKATIYE CUMMENIS
Indicate significant strengths or overall performance. State suga on foreign language competence, basis for determining future pers in the use of personnel, space, a Section C, attach a separate she	weaknesses demonstrated in current posting heeping in proper perspective their relationship to estions made for improvement of work period ages. Give recommendations for training. Comment if required for current position. Amplify or explaining given in Section B to provide best onnel action. Manner of performance of managerial of Symbolsory duties and cost consciousness quipment and funds, must be commented on, it applicable. If extra space is needed to complete et al paper.
	_
The Rat	ing Officer's last fitness repasson Mr. Phillips dealt
with his termin	ating an outstandingly successful and very complicated
assignment as	Chief of Station, This report deals
	ly different situation, i.e. coming into Headquarters as
	perations Group at the time that drastic reduction had
	order of the day. The same energy, imagination and
	characterized Mr. Phillips over the years has
	is performance in this difficult task since his
	ne new responsibility. He has been a prime mover in
	adquarters WH/COG component to realistic and
	ortions. By the same token he has been a prime mover,
	and sometimes "patron saint" to JMWAVE management
	ob of bringing JMWAVE down from its ponderous
proportions to a	viable Clandestine Services "instrument" compatible
and consistent v	with the present day needs of Cuban operations. In this
endeavor Mr. P	hillips' accomplishments have been of the first order.
	(See attached sheet)
SECTION D	CERTIFICATION AND COMMENTS
1.	BY EMPLOYEE
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2.	BY SUPERVISOR
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CATE	OFFICIAL TITLE OF SUPERVISOR TYPEO ON PHILTED NAME AND SIGNATURE
	A. M. Fit. liv
10 May 1968	Deputy Chief, WHD Jacob D. Esterline
1	EY REVIEWING OFFICIAL
COMMENTS OF REVIEWING OFFICIA	
This is a very i	ine officer with one of the best potentials in WH Division. I
believe the rate	r is somewhat carried away in his views. Mr. Phillips'
career advance	ment has been closely observed in this Division and I do not
believe he is fa	lling behind in the promotion timetable. It is definitely
expected he will	be recommended next year (which is within the proper time
frame,) if his c	urrent excellent performance continues.
DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL TYPES OR THAT OF NAME AND SIGNATURE
20 16 10/9	Chief Wy Division William V. Broe
· 20 May 1968	Chief, WH Division / William V. Broe SECRET
	JELNE I

Fitness Report - David A. Phillips

SECTION C (Continued)

Most important however, and this is one of Mr. Phillips unique qualities, he has been able to bring about this drastic reduction and at the same time instill enthusiasm in his staff for new approaches to the ever more difficult Cuban target. His own infectious enthusiasm and his fine manner with co-workers and subordinates has made this possible. In short the Rating Officer believes he is the right man at the right time for the job he is in.

Mr. Phillips' relations with the Department of State and other agencies where it really counts are outstandingly good. He has in his short time back re-established his fine relationship with the manager of the Voice of America. This relationship will undoubtedly be of inestimable value in getting WH Division's new radio effort through the 303 Committee and into operation.

It is probably obvious to one reading this fitness report that the Rating Officer is well disposed towards Mr. Phillips. This is quite true. It in no way, however, affects the Rating Officer's opinion that Mr. Phillips is a man of considerable talent who for one reason or another has fallen at least one grade behind in the promotion timetable. The Rating Officer, therefore, trusts that this will be corrected in the near future. Mr. Phillips is a gentleman of breadth, drive, imagination and dedication. The Rating Officer considers Mr. Phillips to be one of the very best of the many fine officers he has known in his career in the Clandestine Services. In some ways he is unique in that he knows the business from the ground up, having started in ______ (several assignments) and now having moved into the managerial area where he can speak with authority based on valid experience.

S-E-C-R-E-T

TRAINING REPORT

Chiefe of Station Seminar 126, 1-70

80 hours, full time 6-17 October 1969

Participant : Phillips, David A. Office : WH

Year of Birth: 1922 Service Designation: D

Grade : 16 No. of Students : 8

EOD Date : Apr 155

COURSE OBJECTIVES, CONTENT AND METHODS

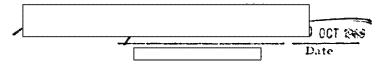
The COS Seminar is aimed to prepare prospective Chiefs and Deputy Chiefs of Station and Chiefs of Base for field assignments. Emphasis was upon the difficulties confronting Chiefs of small or medium-sized installations, since they must handle a peculiarly wide range of problems. Included were case studies serving to remind outgoing chiefs of various operational approaches and techniques, but more time was devoted to policy, coordination, management, reporting, and administrative responsibilities of the Chief of Station, both within CIA and in the government at large, at home and abroad.

The bulk of the course is given in lectures and question periods conducted by officials responsible for the missions, functions, programs, and services discussed. A few key items of suggested reading are included, and hibliographies of suggested reading tailored to the individual's assignment are offered for those who want them,

ACHIEVEMENT RECORD

This is a certificate of attendance. No further assessment of individual capacity or performance is made in this course.

FOR THE DIRECTOR OF TRAINING:



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Phillips David A.	10/31/22	e. sex	GS-15 D	
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P - Proficient Performance is more than satisfactory. Desire	d results are being pro	duced in a s	raficient manner.	
5 - Strong Porformance is characterized by exceptional pr	roficiency.			
O - Outstanding Performance is so exceptional in relation to reaching similar work as to warrant special		and in com	parison to the perform	ance of
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he into account everything about the empliment which influences mance of specific duties, productivity commute on job, coope riscular limitations or talents. Betted on over knowledge of on pice the letter in the rating box corresponding to the statement wh	rativeness, pertinent (playee's overell pertor	personal tra mance duri	its or habits, and ig the rating period.	O
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SECTION C	NARRATIVE COMMENTS .
over all performance. Note wigg on foreign language competence, basis for determining futilities in the use of personnel, paces, a Section C, attach a separate whe	
	MAY 8 3 20 DIL 102
'M# Ph	Hky 8 3 39 PH 167 illips is nearing completion of his tour of duty as Chief
of Station,	During the past several months he has had
	k of reorganizing his Station and redirecting its manpower
	or election operation. His task has been made more
	eries of almost weekly political or security crises which
	ed intensive intelligence coverage but also frequently
involved Station	
monved Station	
process. It has reporting which	Hips has done remarkably well in this difficult regearing in no way affected the volume or quality of Station remains very high. His critical analysis and in-depth f the rapidly changing political scene have been timely
development of operations. Als and countersubverapparatus have	ion under his direction has aggressively undertaken the new FI and CI assets without losing momentum in existing so in a relatively short period of time effective security version units within the host government internal security been established. (Cont'd)
SECTION D	CERTIFICATION AND COMMENTS
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•	BY SUPERVISOR
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A 1 6	OFFICIAL TITLE OF SUPERVISOR TYPED OF PURTED NAME AND SIGNATURE
5 April 1967	Deputy Chief, WHD Jacob D. Esterline
	BY REVIEWING OFFICIAL
OMMENTS OF REVIEWING OFFICIAL	
Mr. Phillips. Chief, Cuban O new impetus in observing his p	with the rating and statements made concerning He is one of the best. He will take over as perations Group this summer and we can expect this difficult denied area program. We are carefully rounctional progress and are making every effort that accordance with his excellent capabilities and potential.
TE	OFFICIAL TITLE OF REVIEWING OFFICIAL TYPED OR PENTSONAME AND SIGNATURE
28 April 1967	Chief, WHD William V. Broe

Fitness Report -- David A. Phillips

SECTION C - (Cont'd)

. . .

His relationships with the Ambassador and with representatives of other agencies are excellent and the high regard they accord him are reflected in the great confidence placed in him and his staff.

The overall management of the Station reflects careful consideration of manpower and money commitments. Mr. Phillips has taken the initiative in effecting savings wherever possible. In short he has turned in an aggressively outstanding performance under the most difficult imaginable conditions during the period under review.

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PHILLIPS, David A.						Oct 22	<u>M</u> .	GS-15	<u>D</u>	
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FORM 45 JUSE PREVIOUS EDITIONS.

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	overall performance. State suggestions made for improvement of work performance. Give recommendations for fraining, Comment											
	on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide bost											
	basis for determining future personnel action. Manner of performance of managerial or supervisory dyties and cost consciousness in the use of personnel, space, equipment and funds, must be commented on, if applicable. Health pace, equipment and funds, must be commented on, if applicable. Health pace, equipment and funds, must be commented on, if applicable.											
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	a wealth of CA experience gained through many years of operating in the											
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1		st rank high among all Agency										
1		rtunate that his assignment	came									
1	at a time when	a person of his talent was bad	ly needed. Arriving shortly									
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I		in great detail about an entire										
I		andling the delicate coordinat										
	Government age	encies in a crisis and highly e	motional situation, while									
1		rapidly expanding station con										
			but somewhat lacking in depth									
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I		At present he is engaged in a										
I	important electi	ion operation which is of conce	ern to the highest authorities									
ı	of our governme	ent.										
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L			attached sheet)									
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1	3 May 1966	Deputy Chief, WHD	Jacob D. Esterline									
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l	I heartily	endorse the rater's comments	• The Santo Domingo									
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DA.		OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPFO OR PRINT SO NAME AND SIGNATURE William V. Broc									

Fitness Report - David A. Phillips

SECTION C - Continued:

Perhaps the outstanding quality which Mr. Phillips has demon-
strated is his ability to "fire up" his people to produce at their
maximum capacity. Another outstanding characteristic is his diplo-
matic manner of dealing with other officials. Of particular note is
the fact that Subject's relationship with Ambassador of the OAS
(who, in effect, has been the President's principal representative
are closer and more fruitful than the relation-
ship of the Embassy with Ambassador This has in no way
damaged the close relationship Subject has with the Embassy and other government officials.
Subject had little managerial experience of the scope required
by his present position prior to his arrival in nor had he had
much experience in FI matters. He has adapted readily however, and
he continued to broaden in these respects with the passage of time.

Cost consciousness is, of course, a relative thing. Mr. Phillips as a CA operator "thinks big." However, it is clear that he weighs heavily costs against anticipated results and expects to get a dollar return for each one spent. Overall Subject can be described as a very able person. His ability to maintain Station morale at a high level while producing at a very gruelling pace under difficult conditions is in itself an outstandin accomplishment. Mr. Phillips has been recommended for an Agency Award.

Ber.

SECRET

TRAINING REPORT

Chiefs of Station Seminar No. 3 60 hours, half days 19 April - 7 May 1965

Participant : PHILLIPS, David A.

Office : WII

Year of Birth: 1922

Service Designation: D

Grade : GS-15

No. of Students : 15

EOD Date

: April 1955

COURSE OBJECTIVES, CONTENT AND HETHOOS

The COS Seminar aimed to prepare prospective Chiefs and Deputy Chiefs of Station, Chiefs of Base, and semior Chiefs of Support for field assignments. Emphasis was upon the difficulties confronting Chiefs of small or medium-sized installations, since they must handle a peculiarly wide range of problems. Included were case studies serving to remind outgoing chiefs of various operational approaches and techniques, but more time was devoted to policy, coordination, management, reporting, and administrative responsibilities of the Chief of Station, both within CIA and in the government at large, at home and abroad. Special attention was given to counterinsurgency.

The bulk of the course is given in lectures and question periods conducted by officials responsible for the missions, functions, programs, and services discussed, most of them being from within the Agency but several also from outside. A few key items of suggested reading are included, and bibliographies of suggested reading tailored to the individual's assignment are offered for those who want them.

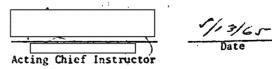
ACHIEVEMENT RECORD

This is a certificate of attendance.

Mr. Phillips attended the first half of the seminar being withdrawn at that point due to an operational emergency.

No further assessment of individual capacity or performance is made in this course.

FOR THE DIRECTOR OF TRAINING:



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	FITNESS PEPORT (Part I) PERFORMANCE
	INSTRUCTIONS
	FOR THE APPINISTRATIVE OFFICER. Consult current instructions for completing this report.
	FUR ME SITEMISM: This report is designed to help you express your evaluation of your subordinate and to transmi
	this evaluation to your supervisor and senior officials. Organization policy requires that you inform the subordinate where he stands with you. Completion of the report can help you prepare for a discussion with him of hi
	nate where he stands with you. Lompletion of the export can need you prepare in a disturbing with many and extensive and extensive and the employee except strengths and weaknesses. It is also organization policy that you show fact lof this emport to the employee except.
	unies conditions specified in Resulation 20-170. It is recommended that you send the entire form before completing
	any pucation. If this is the initial report on the employee, it must be completed and forwarded to the Office o response no later than to days after the date indicated in item A, of Section "A" below.
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1	GS-14 August 9, 1956 9 February 1956 - 14 September 1956
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ı	SECTION 5. CERTIFICATION
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l	A. CHECK (X) APPROPRIATE STATEMENTS:
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I	THIS SEPRET BEFLECTS WE UND OPENIOUS OF THIS FADE. IF INDISIONAL IS BATED "E" IN CT OR D A BARRING LITE
I	THE WAS SENT TO MIN BY TO THE SENT TO THE
ı	THIS REPORT BIFLECTS THE COMBINES OF WEIGHS OF MYSELF . CANNOT LENTIFF THAT THE MATTU INDIVIDUAL CHOCK HOP
1	and patricus supismismes.
I	I MANE DESCUSSED NI'N THES EMPLOYEE HIS STORMACHE
I	A AND SEASONESSES TO THAT HE TROOP SHIRE HE STANDS.
ľ	B THIS DATE C. TOPED OR PRINTED NAME AND SIGNATURE OF SUPERVISOR D. SUPERVISOR'S OFFICIAL FITLE
l	19 Sept. 1956
ŀ	Chief of Station
I	2. FOR THE REVIEWING OFFICIAL RECORD ANY SUBSTANTIAL DIFFERENCE OF OPINION WITH THE SUPERVISOR, OR ANY OTHER IN-
l	Programme
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ı	BY CATE
ı	Posted Pos Control ST ST
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ı	1 1 12/2/20
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ı	212
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ı	CONTINUED ON STACHEL SHEET
ī	certify that any substantial difference of opinion with the supervisor is reflected in the above section.
	THIS DATE TYPED OR PRINTED SAME AND SIGNATURE OF REVIEWING C. OFFICIAL TITLE OF REVIEWING OFFICIAL
ľ	ar Coa el Strica Ackangl
L	23 347 86
	ECTION C. JOB PERFORMANCE EVALUATION .
١	. RATING ON GENERAL PERFORMANCE OF MILES
i	IEECTIONS. Consider CONY the productivity and effectiveness with which the individual being rated has performed
h	is duties during the rating period. Compare him GNLY with others doing similar work at a similar level of respon-
*	ability. Factors other than productivity will be taken into account later in Section D.
١.	
ſ	2 - DARELY ADEC, ATE IN PERFORMANCE, ALTHOUGH HE HAS HAD SPECIFIC QUIDANCE OR TRAINING, HE OFTEN FALLS TO
ĺ	5 CARRY OUT RESPONSIBILITIES.
İ	3 - PERFORMS WAST OF HIS DUTTES ACCEPTABLY. OCCASIONALLY REVEALS SOME AREA OF MEANNESS
L	NAME 4 - PERFORMS DUTIES & A COMPETENT, EFFECTIVE SANGER.
	RATING 5 - A FINE PERFORMANCE CARRIES OUT MANY OF HIS RESPONS BILLTIES EXCEPTIONALLY BELL. 7). NUMBER 6 - PERFORMS HIS DUTIES IN SUCH AN OUTSTANDING MANNER THAT HE IN EQUALLED BYDING MER PRISONS KNOWN TO
	THE SUPERVISOR
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PURICTIONS		Up	PICE QUESTION	
a. State in the spaces below up to ass of the	de methodoreli misses such	ortant Sirtifit duttes pe Ar a grandoilant duttes.	Liciana named (AME)	territ bearing
b. Bate performance on each meeting duley of		Tibl Viectivenéss in per	formence of this speci	He duty.
c. For aurervisors, ability to aurervise will who supervise a secretary only).	Sulmays, to	e rated as a specific yalv	14 not 1414 40 00001	Atsots twos
d. Compare in your mind, when possible, th	e individ	lust being rated with oth		me duty at
similer level of responsibility. They 7 e. The individuals with the same job ditto	10.20	1.250		
duties.	. யங்க ்கி			
f. B- specific. Examples of the kind of duti		ight be rated are:	MAIL RIO M. INTERROGA COLUMNIES STWATES	
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g. For some jobs, duties may be broken down as and phone operation, in the case of a radio			it advisable, e.g.,	COMDINED REY
1 - INCOMPETENT IN THE PERFORMANC			HIS DUTY IN AN OUTSTAF	
2 - BARELY ADEQUATE IN THE PERFO DESCRIPTIVE DUTY	MANACE OF	THIS FOUND IN S	LRY FEB INDIVIDUALS HO	HOING SIWI-
RATING 3 - PERFORMS THIS DUTY ACCEPTABLY	•	FRCELS AND	ONE I KNOW IN THE PER	RFORMANCE OF
NUMBER 4 - PERFORMS THIS DUTY IN A COMPE				
5 - PERFORMS THES DUTY I'S SICH THAT HE IS A DISTINCT ASSET O		****		
SPECIFIC DUTY NO. 1		198CIFIC BUTY NO. 4		RATING
	41,4814	I		พบุรคเล
Supervises KUCAGE projects	4	Supervises staff	agents	4
SPACEFIC DUTT WO. 2	RATING	SPECIFIC DUTY NO. 5	· · · · · · · · · · · · · · · · · · ·	RATING
	NUMBER			NUMBER
Develops new KUCAGE programs	4	Spots and develop	s contacts	4
specific buty 40. 3	RATING	5986:F86 DUTE 48. 8		RATING
The same of the sa	NUMBER	P		NUMBER
Has and uses Area Knowledge	5	Prepares progress	reports	4
). NAMESTIVE DESCRIPTION OF MASSES OF JOB PERFORM	FANC1		,	
DIRECTIONS: Stress strengths and weaknesses, par	rticularly	those which effect devel	opment on present job.	
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SECTION D. SUITABILITY FO	D CHOREN	T JOB IN ORGANIZATION		
IFETIMES: Take into account here everything				
ortinent personal characteristics or habits, spe				
ere him with differs doing similar work of about	the same	level.		ľ
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6 T - A BARELY ACCEPTABLE EMPLOYEE. BELL				NG TO PAR.
BANT HIS SEPARATION				I
4 - OF THE SAME SUITABILITY AS MUST PER				1
NUMBER 6 - AT UNUSUALLY STRONG PERSON IN TERMS	S OF THE R	EGUIREMENTS OF THE ORGANI	ZATION	1
7 - EXCELLED BY ONLY, A FEB IN SUITABILE		44 IN THE ORGANIZATION		
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to be co bold and complete	mpleted onl complete a dandforwa	y after the fided to t	the employ 90 days ha the Ol'no	re has selaps later (been under yo ed. If this hen 30 days of	ur supervision FUF is the INITIAL REPV ter the due date in	AT LF AT on dicat	AST 90 La the empl ed in ite	ys. II uyee, ho m 8 of S	less than wever, it ection "F	WUST be
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CRET ELECTION OF FICE OF PERSONNEL Six months COMMENTS CONCERNING POTENTIAL This officer is a natural furthis present assignment. He is qualified for future unofficial or staff assignment With more responsibility. Oct 2 10 31 AH '56 MAIL ROOM FUTURE PLANS SFCTION M. TRAINING OR OTHER DEVELOPMENTAL EXPERIENCE PLANNED FOR THE INCIVIDUAL None at present. 2. NOTE OTHER FACTORS. INCLUDING PERSONAL CIRCUMSTANCES. TO BE TAKEN INTO ACCOUNT IN INDIVIDUAL'S FUTURE ASSIGNMENTS As senior EUCAGE officer, better knowledge of Station procedures and practices would be helpful. SECTION 1. DESCRIPTION OF INDIVIDUAL DIRECTIONS: This section is provided as an aid to describing the individual as you see him on the job. Interpret the words literally. On the page below are a series of statements that apply in some degree to most people. To the left of each statement is a box muder the heading "category." Read each statement and insert in the box the category number which best tells how much the statement applies to the person covered by this report. X - HAVE NOT OBSERVED THIS: HENCE CAN GIVE NO OPINION AS TO HOW THE DESCRIPTION APPLIES TO THE INDIVIDUAL .
APPLIES TO THE INDIVIDUAL TO THE LEAST POSSIBLE DEGREE - APPLIES TO INDIVIDUAL TO A LIMITED DEGREE - APPLIES TO INDIVIDUAL TO AN AVERAGE DEGREE - AFPLIES TO INDIVIDUAL TO AN ABOVE AVERAGE DEGREE CATEGORY MUMBER APPLIES TO INDIVIDUAL TO AN OUTSTANDING DEGREE CATEGORY CATEGORY STATEMENT CATEGORY STATEMENT 21. IS EFFECTIVE IN DISCUS--5 F0 147 0 F VIEW 4 C C G W P L 1 3 × W E W ? 2. Cat was pecision on mi IMPLEMERTS DECISIONS ME-L 5 :4: 12. Smg#S GRIGINALITY IB. ACCEPTS RESPONSEBILLS 5 4 4 3. ... 1 23. IS THOUGHTFUL OF STHERS 4 4 h 3. STEINES CONSTANTED FOR BESPORDS WELL TO SUPER-5 h 5 25. 0: SPLAYS JUDGEMENT 16. 2385 HIS JOB #1740UT l. 6. 44295 BREN TO SEER L L 24. 15 SECUBITY COMSCIOUS 17. COMES UP #F7# SOLUTIONS TO PROBLEMS 5 5 L 7. CAN BET ALONE BITH PEOPL 27. 18 168547146

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29. FACEL STATES SWOOTH OPERA. TODA OF HIS OFFICE

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		FITNESS RE	PORT	4		
1. The	agency selection dividual for a	en important factor in a in board with information reabreable in the career of job performance as as	of velue when con service; and	eldering		n of '
TO THE ADMINISTRATIVE C	OR PERSONNEL OF	INSTRUCTI FICER: Consult current		fructions	regarding the	initiation
directs and reviews the nesses, and on-the-job your supervision for le is accurate and complet out the period this inc ties by frequent discus	offectiveness of the all effectiveness sa than 30 day. Primary relivated has besiene of his management	lore before attempting to ndividual, you have prima as revealed by his day-to a, you will collaborate approachility rests with en under your supervision ork, so that in a general	ry responsibility in- o-day activities, with his previous a the current supervi n, you have dischar	for evalua If this is supervisor isor. It ged your	fing him atren individual, has a to wake sure is assumed the supervisory re	gtha, weak- been under the report t, through-
5 leg! des c	ale Ha	n 57 FF or not this fitness repo	IPP FC SWARN TO THE	PERSON DI	DINC BAYER	*.
/ 11 13 OF	ILUNAL BHEINER	SECTION 1 (To be 1:11				
1. NAME (Last)	PS, I	avid (niddle)	Oct 22		4. CAREER DET	SIGNATION
3. DATE OF ENTRANCE ON 1. April 195		CE ASSIGNED TO	Information	n Coordi	1	
9. NATURE OF ASSIGNMENT		10. IF FIELD, SPECIFY S	TATION:		GS-1	L
12. DATE THAT THIS REPORT	IT IS DUE	1 April 1955	HIS REPORT (Incluse 1 January 19			A STATE OF THE STA
1. CURRENT POSITION Radio & Televis 3. WHAT SPECIFIC ASSIGNITION The order of frequency	CHTS OR TASKS	م العرض	1 Ap	ril 195	-	
Advising and as	sisting oper	rating divisions in roadcasting facilit		effecti	ve manageme	ent
Maintaining lia	ison with De	epartment of State	and USIA on re	dio mat	ters.	
		ice of Communication and jamming evasi	-	ent of	unconventio	mal
Preparation of a	staff study	on proposed use of		173	₹	TE 81957
			period por Significant Anni	of the second	20/1-	
	READ THE EN	TIRE PORM BEFORE ATTEMPT	ING TO COMPLETE AND			
		SECTION 111				
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This report K hes		16ma Ture of water (Emplo		PERMINE	~ M	
6 January 1956	į.	Shaffer, Chief, PP		84	Coffe	>

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A. ABLE TO SEE ANOTHER'S			\geq											
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I A GOOD REPORTER OF EVENTS.							x							
2. CAN MAKE DECISIONS ON HIS OWN. WHEN NEED ABISES.										<u>x</u>				
3. CAUTIOUS IN ACTION. 4. HAS INITIATIVE.	·							ж		<u> </u>				
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3. UNEMOTIONAL.	X													=
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KNOWLEDGE AND IDEAS" 8. GETS ALONG WITH PEOPLE AT ALL				ļ							X			=
SOCIAL LEVELS.												X		
9. HAS SENSE OF HUMOR.						ļ				X				
O. KNOWS WHEN TO SEEN ASSISTANCE.							· X.	<u>_</u> į	<u> </u>		• •	Į		
T. CALM.							×		l					
2. CAN GET ALONG WITH PEOPLE.									l	l	i	x.		
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I GETS THINGS DONE.				L		l	'			_x_		J		
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32 CLEAR THINKING.				<u> </u>	1		1	İ		x	1		1	T
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48 FACILITATES SMOOTH OPERATION				-+				==	<u></u>	-	=‡	L		=
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CONTINUOUS SUPERVISION.				=-		L				<u> </u>	<u>*</u>		 +	=
SO. A GOOD SUPERVISOR.	SECTION Y													
			SECT	ION A										

Professional experience in several media plus field experience with CIA equip him to undertake a variety of assignments with excellent prospects of success; ability to outline own job, and then do it.

&. BHAT ARE HIS OUTSTANDING TEARNESSEST

none apparent to me

(When	SECRET
Strengths indicated above easily outve- subject is average.	SENETS OUTBEIGHS ALL OTHER CONSIDERATIONS:
D. CO YOU FEEL THAT HE REQUIRES CLOSE SUPERVISION?	dan 16 3 47 PH 356
t. what flathing by you accommend for this individually Operations Familiarization course.	MAIL ROOM
report but which have a bearing on effective utilises RODO	ic habits or charact platics not covered elsewhere in the tion of this person):
The state of the s	TION VI
Read all deacriptions before roting. Place "X" LEECTIONS: Coasider only the shill with which the person has performed the duties of his job and rate him accordingly.	in the most appropriate box under subsections A.B.C.AD C. DIRECTIONS: Based upon what he has said, his actions, and any other indications, give your opinion of this person's attitude toward the agency.
1. DOES NOT PERFORM DUTIES ADEQUATELY, HE IS INCOMPETENT. 2. BARLLY ADEQUATE IN PERFORMANCE, ALTHOUGH HE HAS HAD SPECIFIC GUIDANCE OR TRAINING, HE OFTEN FAILS TO CARRY OUT RESPONSIBILITIES COMPETENTLY. 3. PERFORMS MOST UF HIS DUTIES ACCEPTABLY, OCCA- SIONALLY REVEALS SOME AREA OF MEAKINGS. 4. PERFORMS OUTLES IN A TYPICALLY COMPETENT. EFFECTIVE MANNER. 3. A FINE PERFORMANCE, CARRIES OUT MANY OF HIS RESPONSIBILITIES EXCEPTIONALLY MILL. 4. PERFORMS HIS DUTIES IN SUCH AN OUTSTANDING MANNER THAT HOLD IS COULLED BY FEW OTHER PER- SONS KNOWN TO THE RATER. 15 THIS INDIVIDUAL BETTER QUALIFIED FOR BORK IN SOME OTHER AREA? 3. IN TYPIC ALLY BETTER QUALIFIED FOR BORK IN SOME OTHER AREA? 3. HOS NOWN TO THE RATER. 15 THIS INDIVIDUAL BETTER QUALIFIED FOR BORK IN SOME OTHER AREA? 3. HOS NOWN TO THE RATER. 15 THIS INDIVIDUAL BETTER QUALIFIED FOR BORK IN SOME OTHER AREA? 3. HOS NOWN TO THE RATER. 15 THIS INDIVIDUAL BETTER QUALIFIED FOR BORK IN SOME OTHER AREA? 3. HOS NOWN TO THE RATER. 16 THIS NOWN THE RATER. 17 THE OWN THE RATER. 18 THIS INDIVIDUAL BETTER QUALIFIED FOR BORK IN SOME OTHER AREA? 18 THIS INDIVIDUAL BETTER QUALIFIED FOR BORK IN SOME OTHER AREA? 19 HOS NOWN TO THE RATER. 19 THE OWN THE RATER. 10 THE OWN THE RATER. 10 THE OWN THE PERFORMANCE. 11 THE OWN THE PERFORMANCE. 12 THE OWN THE PERFORMANCE. 13 THE OWN THE PERFORMANCE. 14 THE OWN THE PERFORMANCE. 15 THIS MODELY. 16 THE OWN THE PERFORMANCE. 17 THE OWN THE PERFORMANCE. 18 THE OWN THE PERFORMANCE. 19 THE OWN THE PERFORMANCE. 19 THE OWN THE PERFORMANCE. 20 THE OWN THE PERFORMANCE. 21 THE OWN THE PERFORMANCE. 22 THE OWN THE PERFORMANCE. 23 THE OWN THE PERFORMANCE. 24 THE OWN THE PERFORMANCE. 25 THE OWN THE PERFORMANCE. 26 THE OWN THE PERFORMANCE. 26 THE OWN THE PERFORMANCE. 27 THE OWN THE PERFORMANCE. 28 THE OWN THE PERFORMANCE. 29 THE OWN THE PERFORMANCE. 20 THE OWN THE PERFORMANCE. 20 THE OWN THE PERFORMANCE. 20 THE OWN THE PERFORMANCE. 21 THE OWN THE PERFORMANCE. 21 THE OWN THE PERFORMANCE. 21 THE OWN THE PERFORMAN	TUNITY, WILL PROBABLY ENCEAVOR TO MAKE A
3. DIRECTIONS: Considering others of this person's grade and type of assignment, how would you rate him on potentialist for assumption of groster responsibilities normally indicated by premotion. 1. HAT REACHED THE HIGHEST GRADE LEVEL AT SMICH SATISFACTORY PLATORMANCE CAN BE EXPECTED. 2. IS MAKING PROGRESS, BUT NEEDS MORE TIME IN PRISENT GRADE BEFORE PROMOTION TO A HIGHER GRADE CAN BE RECOMMENDED. 3. IS READY TO TAKE ON RESPONSIBILITIES OF THE NEXT MIGHER GRADE, BUT MAY NEED TRAINING IN SOME AREAS. X 4. HILL PROBABLY ADJUST QUICALY TO THE MORE RESPONSIBLE DUTIES OF THE NEXT HIGHER GRADE. 9. IS ALREADY PERFORMING AT THE LEVEL OF THE NEXT MIGHER GRADE. 4. AN EXCEPTIONAL PERSON SMO IS ONE OF THE FEED WIND SHOULD BE CONSIDERED FOR RAPID ADVANCEMENT.	D. DIRECTIONS: Consider everything you know about this person is making your ratingshift in job dutes, conduct on the job, personal characteristics or habita, and special defocts or tolents. 1. DEFINITELY UNSUITABLE - ME SHOULD BE SEPARATED. 2. OF DOUBTFUL SUITABLETY MOULD NOT MAVE ACCEPTED HIM IF I HAD KNOWN WHAT I KNOW NOW. 3. A BARFLY ACCEPTABLE EMPLOYEEDEFINITELY BELOW AVERAGE BUT WITH NO WEARLISSES SUFFICIENTLY OUTSTANDING TO WARRANT HIS SEPARATION. 4. A TYPICAL EMPLOYEEHE DISPLAYS THE SAME SUITABLILITY AS MOST OF THE PEOPLE I NAOW IN THE AGENCY. 5. A FINE EMPLOYEE - MAS SOME OUTSTANDING STRENGINS. 2. AN UNUSUALLY STRONG PERSON IN TERMS OF THE REQUIREMENTS OF THE AGENCY. 7. EXCELLED BY ONLY A FEW IN SLITABILITY FOR WORK IN THE AGENCY.

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ATTELITION

: Training Officer

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r attendance at PPS In-Service-Training Series 10 Sammary to 20 March 1956

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* Newscrander for Chiefs, Santar Staffs and Area Mivisions, and Chief, 10 Division from CPP, subject: "seminar on Preparation and Processing of FP, TM Projects" dated 19 December 1955.

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TRAINING EVALUATION

READING IMPROVEDENT COURSE # 25

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SECTION II: OBJECTIVES OF THE COURSE

The Bending Improvement Course is designed to increase the reading officiency of agency employees by developing their speed and level of comprehension through (1) expending the range of reading techniques, (2) adjusting rate of reading to comprehension requirements and (3) improving percentual habits.

SECTION III: STECIFIC CH. R. CT. RISTICS OF THI COURSE

The course consists of 30 class hours, one hour a day, 5 days a walk. 9 hours are devoted to lectures and practice exercises, 12 hours to paced to ding practice and 9 hours to specific perception techniques

Anch student's reading stills are analyzed at the beginning of the course and the student then concentrates on the development of those skills in which he is deficient or those which are most frequently dominated by the nature of his office reading.

SECTION IV: ESTHED OF EVALUATION

Student schi voment is accounted by an initial and final test bettery and chas exercises. Two sets of norms have been developed on the test bettery. Group I represents the scores of 400 agency employees, 84% of whem hid four or more years of college. Group II represents the scores of 94 agency employees with two years or less of college training. Section V contains a description of the tests and exercises. Section VI indicates the student's skill level and Section VII includes the student's ever-all achievement and the instructor's comments.

SECTION Y: TEST DESCRIPTION

1. READING COLTREHT SION TESTS: Heasure speed and accuracy of basic comprehension skills. Complete and objective understanding, analysis, and interpretation are required in these tests.

2. EXTLISIVE (informational) RLDING TESTS: reasure the

degree of proficiency in the ablication of extensive reading skills to acquire broader frames of reference.

3. LTL'SIVE (technical) RADI G TSTS: honsure the ability

to acquire the basic knowledge of a new subject.

4. SCholleG T.STS: Hersure officioncy in the andication of scrnning kills for the selection of information, for identification of the main idea, and for orgunization.

SECTION VI: REPORT OF SKILL LEVAL

This studentis being commared with the following norr group: Oroup I - Four or more yours of college

Group II - Two or less years of college

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Extensive Techniques						
Intensive Techniques					,	
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SECTION VII: OVER-ALL ACKILIVE LET

In consideration of all factors observed during the course and taking into account this student's errorience, profession, age and education, an "A" in one of the boxes shows the student's ever-all achiav ment in the course.

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FOR THE DIRECTOR OF TRAINING:

Chief Instructor

Blandard Firm No. 38

January 196*
U.S. Civil Service Commission

DESIGNATION OF BENEFICIARY FEDERAL EMPLOYEES GROUP LIFE INSURANCE PROGRAM

IMPORTANT

Read instructions
on back of duplicate
before filling in this form

INFORMATION CONCERNING THE INS	URED:		`			
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Control of the contro			· · · · · · · · · · · · · · · · · · ·	·	CSA. CSL A.	oe K number)
DEPARTMENT OR AGENCY IN WHICH PRESENTLY	Емрьоть	(If retired, former departme	of or which):			
Central Intelligence Agency (Department or agency)	(Bureku)	(Divis	inst		gley, Va.	te, and ZIP Code)
I, the individual identified above, cancelin Group Life Insurance Program heretofore ma- any amount of LIFE INSURANCE and ACC that this Designation of Beneficiary will remo- canceled by me in writing, or until such time as	le by me, NDENTA am in ful	do now designate the b L. DEATH INSURAN I force and effect, with	eneficiary or b CE due and p respect to an	eneficio ayable iy amoi	iries named at my deal unt payable	below to receive th. I understand , unless or until
INFORMATION CONCERNING THE BEN	EFICIAR	Y OR BENEFICIARI	ES (SEE EX/	AMPLI	ES OF DE	SIGNATIONS):
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TO MY WILL. QL					*****	***************************************
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For each type of insurance (regular and of one beneficiary is named, the share of any bene beneficiaries, or entirely to the survivor. (2) I un beneficiaries is living at the time of my death. I hereby specifically reserve the right to cor consent of the beneficiary.	ficiary sch iderstand i	o may predecease me s that this Designation of	full be distrib Beneficiary sh	all be i	qually amor oid if none o	g the sarviving of the designated
(Date of execution—month, day, year)			1Signature o	f insured	i)	
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FORM INSTACTOR

FILE COPY OF STANDARD FORM 56 "AGENCY CERTIFICATION OF INSURANCE STATUS— FEDERAL EMPLOYEES GROUP LIFE INSURANCE PROGRAM"

on file with the Retirement Operations Branch,
Office of Personnel (x3257).

ELECTIC: DECLINATION, OR WAIVER OF LIFE MISSTANCE COVERAGE ... HEED SPECIALS OF THE BEST OF THE SECOND O

IMPORTANT AGENCY INSTRUCTIONS ON BACK OF ORIGINAL

TO COMPLETE THIS FORM-

FOLLOW THESE GENERAL INSTRUCTIONS:

- Read the back of the "Duplicate" carefully before you fill in the form.
 Fill in POTH COPIES of the form. Tugo or userink

Do not detach.	4		
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Phillips X	Dávid s	ltles	October 31 1922
EMPLOYING DEPARTMENT OR A	GENCY		ECCATION (C. S. Siate, 217 Code)
II "YES." your last such form ren	nains in effect and b	ou speuld not fo	CAINER OF LIVE INSURANCE COMERCOE? IT 125 IN 40 is this new form unless you want to change the old one. (See Instructions for LOTH LIVE IN COMERCE POSICION FOR COMERCE POSICION
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STANDARD FORM No. 176 42 N.L. 176-6 FPM Supplement 870-1 170-102

See Table of Effective Cates en back of Original

SECUL L

ELECTION, DECLINATION, OR WAIVER OF LIFE INSURANCE COVERAGE

FEDERAL EMPLOYEES GROUP LIFE INSURANCE PROGRAM

IMPORTANT AGENCY INSTRUCTIONS ON BACK OF ORIGINAL

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FOLLOW THESE GENERAL INSTRUCTIONS:

. Read the back of the "Duplicate" carefully before you fill in the form.

FILL IN THE IDENTIFYING INFORMATION BELOW (please print or type):

- . Fill in BOTH COPIES of the form. Type or use ink.
- . Do not detach any part.

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SIGN AND DATE. IF YOU MARKED BOX "A" OR "C", COMPLETE THE "STATISTICAL STUB." THEN RETURN THE ENTIRE FORM TO YOUR EMPLOYING OFFICE.	FOR EMPLOYING OFFICE USE ONLY (official receiving date stamp)
SIGNATURE (do not print) DATE	FEB 19 2 34 PM BL
13 February 1968	See Table of Effective Dates on back of Original

ORIGINAL COPY-Retain in Official Personnel Folder

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Mr. David A. Phillips in Intelligence Medal in recognith the Central Intelligence Agency out his career Mr. Phillips has positions in Headquarters and as Chief of Station. In each ments were marked by his broad and imagination. His most recognision is further evidence of Mr. Phillips' efforts during his tribution to the mission of the on him and the Federal service.	ion of y for m s held oversea instanc area k ent ass f his c area k genc	his of ore the control of the contro	utstanding han 22 year ies of hig cluding for superior dge, initint as Chie ional capanstitute a	trs. hly our a acco ativ f of bili mai	rvice to Through- important issignments implish- e, drive a major ty. or con-
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Mr. David A. Phillips is retiring after a distinguished career with the Agency. He has been an employee of the Agency since 1951 when he Initially joined as a Contract employee. He served with distinction in Mexico City, His excellent command of has enhanced each of his assignments in Latin America A true DDOer, fifteen years of this glorious and active career were spent overseas. His outstanding dedication and devotion to the cause of freedom won for him in 1956, the Intelligence Medal of Merit. His file is replete with letters of commendation and appreciation from the DCI, DDCI, the former Ambassadors, and military commanders, all of whom recognized the uniqueness of his outstanding service. Mr. Phillips has been highly effective as a senior member of the Latin American Division which has been under his immediate command since 1973. An excerpt from a late fitness report nicely characterizes the caliber of his work. "It is as a senior operations officer that Mr. Phillips has had the greatest experience, and it is not surprising that he has made an excellent input into the improvement of operational matters throughout the many areas of this hemisphere for which he is responsible." Mr. Phillips will be remembered for his initiative, drive and imagination, and for the excellence of his representational responsibilities which in large part is attributable to his native charm, area knowledgeability and

superb language skills. He will be remembered for his intent capability and desire to fulfill the needs of the Organization. It is fitting and proper that upon his retirement, Mr. Phillips be recognized with the award of the Distinguished Intelligence Medal.

5 JUN 1974

Dear Dave,

You have just finished an important albeit-grueling GS-16 Evaluation Exercise at my direction. The recommendations for promotion and executive development you gave me were a major factor in my recommendations to the Director for the upward movement of officers who will be the top management cadre of the Directorate in the near future.

I believe you will find that the last several weeks will have sharpened your focus on one of our most important management responsibilities, our personnel. Many thanks for a job well done.

Bui

William E. Nelson Deputy Director for Operations

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SECRET

GRACE I

SERVICE ABROAD AGREEMENT

I. GENERAL

IT IS UNDERSTOOD THAT YOU AGREE TO SERVE THE PERIOD OF SERVICE ABROAD PRESCRIBED IN SECTION II BELOW AND THAT THE GOVERNMENT IS OBLIGATED TO RETURN YOU. YOUR DEPENDENTS AND YOUR HOUSEHOLD AND PERSONAL EFFECTS UPON THE SATISFACTORY COMPLETION OF THIS PERIOD. YOUR ALLOWABLE EXPENSES WILL BE DETERMINED IN ACCORDANCE WITH AGENCY REGULATIONS.

IF YOU TERMINATE YOUR PERMANENT ASSIGNMENT OUTSIDE THE CONTINENTAL UNITED STATES BEFORE YOU COMPLETE 12 MONTHS OF CREDITABLE SERVICE FOLLOWING THE DATE OF YOUR ARRIVAL ABROAD, YOU WILL BE REQUIRED TO REIMBURSE THE GOVERNMENT FOR ALL EXPENSES IT INCURS IN THE THAVEL AND TRANSPORTATION OF YOU, YOUR DEPENDENTS, YOUR HOUSEHOLD AND PERSONAL EFFECTS TO YOUR POST. IF YOU FAIL TO COMPLETE YOUR PRESCRIBED TOUR OF DUTY ABROAD YOU WILL NOT BE ENTITLED TO THE METURN THAVEL AND TRANSPORTATION OF YOURSELF, YOUR DEPENDENTS AND YOUR HOUSEHOLD AND PERSONAL EFFECTS TO THE UNITED STATES. IF, HOWEVER, AGENCY OFFICIALS DETERMINE THAT YOUR EARLY DEPARTURE FIS NECESSARY FOR OFFICIAL REASONS, OR FOR PERSONAL REASONS OF SIGNIFICANT INTEREST TO THE GOVERNMENT; THEY MAY WAIVE THE REIMBURSEMENT OF EXPENSES ALREADY INCURRED, OR AUTHORIZE YOUR RETURN TRAVEL AND TRANSPORTATION, WHICHEVER IS APPLICABLE.

IF ELIGIBLE UNDER THE TERMS OF HR 20-30, YOU WILL BE GRANTED HOME LEAVE AS 500N - AS IT CAN BE ARRANGED AT GOVERNMENT CONVENIENCE AFTER COMPLETION OF YOUR PRESCRIBED TOUR OF DUTY, PROVICED YOU HAVE SERVED AT LEAST 1B MONTHS OF CONTINUOUS CREDITABLE SERVICE OUTSIDE THE UNITED STATES. HOME LEAVE AND HOME LEAVE TRAVEL ARE CONTINGENT UPON YOUR WILLINGNESS TO RETURN, AND CONTEMPLATION BY AGENCY OFFICIALS THAT YOU WILL RETURN TO SERVICE OUTSIDE THE UNITED STATES IMMEDIATELY AFTER HOME LEAVE OR UPON COMPLETION OF AN ASSIGNMENT, IN THE UNITED STATES.

YOU ARE ADVISED THAT ANY MON'ES DUE YOU FROM THE GOVERNMENT MAY BE APPLIED IN LIQUIDATION OF ANY INCESTEDNESS ARISING FROM VIOLATION OF THIS AGREEMENT. YOU WILL BE AFFORDED ALL NORMAL RECOURSE IN APPEALING DECISIONS MADE PURSUANT TO THIS AGREEMENT.

David A. Phillips	• •	SO D				
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Chief, Will)

Chief of Station:

Chief General - Administrative

Specific - Performance of TDY Personnel During Recent Crisis

As Headquarters is well aware, a constant flow of TDY personnel was, provided the Station by Headquarters during the crisis period of the recent revolution. Obviously, the Station would have found it most difficult, if not impossible, to perform in the fashion it did without this assistance. What deserves special comment, however, is the generally high quality of their performance under quite demanding, fluid, and, often, dangerous conditions. With few exceptions, already known to Headquarters, the TDY personnel did a magnificent job both collectively and as individuals. Considering the grade and experience of most of these officers, it can probably be assumed that this was to be expected. But, what clearly was not predictable was their willingness to accept any type of assignment regardless of grade or circumstances, their quick adaptability and initiative in an unfamiliar and confused situation, and their stamina under the stress of long and irregular work days seven days a week. Furthermore, in spite of the close working quarters, constant association, and strain inherent in this type of situation, "personality clashes" or other signs of incompatability were very few indeed.

2. Undoubtedly, Headquarters has sensed the foregoing from returnees. The purpose of sending this dispatch is to make it a matter of record and to suggest to Headquarters that their standard of performance under these conditions may remit consideration of some special recognition in the personnel files of the personnel concerned.

Continued ...

Distribution: 3 - WHD

Attachment:
As stated - h/w -

CICIS FEIFFINCE 10	DISPATCH SYNTOL AND NUMER	DATE
•	HDCT-1221	17 July 1965
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	S-E-C-R-E-T	

DISFATCH

Without detracting one whit from the performance of any of the other officers on TDY assignment, the present COS would like to single out □ and [ as deserving special comment: Their performance has been exceptional. A special note is attached for Therefore, it is recommended that the attached memoranda be inserted into each of their personnel files.

- 4. Also, the COS would like to register the fact that the foregoing not only speaks highly of the TDY personnel assigned, but Readquarters as well in providing this type of support.
- 5. As a final comment, Headquarters may care to check the COS for a good this memorandum with part of this period, to obtain any special comments he might wish to make in this regard -- either with respect to content or individuals whom he considered exceptional and who are not known to the present COS.

David Phillips

S-E-C-R-E-T

17 July 1965

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MEMORANDUM FOR	THE RECORD	1						
SUBJECT:		TDY i	n Santo	Domingo	.,			

was assigned to on a TDY basis for the period 2 June to 16 July 1965. During this assignment, was placed in charge of the Station C.f. program with special emphasis on exploiting targets of opportunity in the very fluid crisis situation then prevalent and, simultaneously, generating new assets and new approaches to lay the groundwork for the altered situation which would be confronting the Station in the post-crisis era. In addition to supervising the C.R. program, he handled a number of existing agents, developed some new assets, and conducted numerous special C.R. operations, including some quite effective black activities. On this assignment, worked some fourteen to sixteen hours a day throughout the entire period.

- 2. The undersigned is aware that CIA would expect a quite professional and dedicated performance from an officer of ______ seniority, experience, and caliber; however, even taking this into consideration, his performance in every respect was exceptional, and should merit special recognition.
- 3. It is recommended that a copy of this memorandum be placed in ______ personnel folder.

Edwir Freiligo

S-E-C-R-E-T

00. 9. 4209

6 AUG 1969

MEMORANDUM FOR: Director of Central Intelligence	
THROUGH : Deputy Director for Plans	
SUBJECT : Appointment of Mr. David A. Phillips Chief of Station,	as
1. The appointment of Mr. David A. Phillips, GS-16 as Chief of Station,	ce
since 1951 initially in a contract capacity. He has served in Havana, Mexico City and	
most recently as Chief, Cuban Operations Group. Mr. Phillip	os
is fluent in the Spanish language	<u>'</u>
A biographic profile including information regarding has Agency experience and training is attached.	is

William V. Broe
Chief
Western Hemisphere Division

Attachment
Biographic Profile (Parts 1 and 2)

SUBJECT: Appointment of Mr. Davi	d A. Phillips as Chief of
APPROVAL RECOMMENDED:	
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Deputy Director for Plans	Date
The recommendation in paragraph one	e is APPROVED:
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Director of Central Intelligence	Date

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_ Columbia !	Fuderal (House mortgage).
All in na	ne David A. Phillips
ARE YOU A MEMBER OF THE NORTHWEST	FEDERAL CREDIT UNION? YES NO
IF YES, DO YOU HAVE A JOINT ACCOUNT	
HAVE YOU COMPLETED A LAST WILL AN	O TESTAMENT! X YES No. (It "You" whose to document located")
In possession of m	y brother and attorney, Edwin T. Phillips, Jr. (See above).
HAVE YOU PREPLANNED AN AHRANGED	SQUARDIANSHIP OF YOUR CHILDREN IN CASE OF COMMON DISABTER TO BOTH PARENTS? Ind(s) and address)
HAVE YOU EXECUTED A POWER OF ATT	orner' [X] YES NO. (If Yes, who possess the power of attorney')
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### DESIGNATION OF BENEFICIARY

UNPAID COMPENSATION OF DECEASED CIVILIAN EMPLOYEE

#### IMPORTANT

Read instructions on back of duplicate before filling in this form

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CONFIDENTIAL (When Filled In)

#### MEMORANDUM OFUNDERSTANDING

I hereby acknowledge that I have read and understand the contents of Handbook 20-4, Employee Conduct, dated 29 August 1961.

Day Cher

DAVID A. HELLIPS

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29 June 1961

MEMORANDUM FOR THE RECORD

SUBJECT: David A. Phillips

On 14 June 1961 the undersigned reviewed with Mr. David A. Phillips his career development prospects for the next five year period. We agreed that the following represented a desirable and fairly firm goal in this respect:

- a. In general his future training and field experience should place sufficient stress on the GI and FI fields to avoid the career confinement of strict CA specialization.
- b. His next assignment would be a normal field four in Mexico City. Upon return from that assignment, he would receive up to six months training to be followed by an assignment to the CA Staff (or the organizational successor thereof). One of his primary undertakings in the CA Staff would be to develop what might best be termed "ideological warfare" (e.g., a search for basic ideas and concepts with wide appeal) as opposed to the normal propaganda approach (e.g., a running debate on current events).

RICHARD M. BISELL, J.

Deputy Direct (Plans)

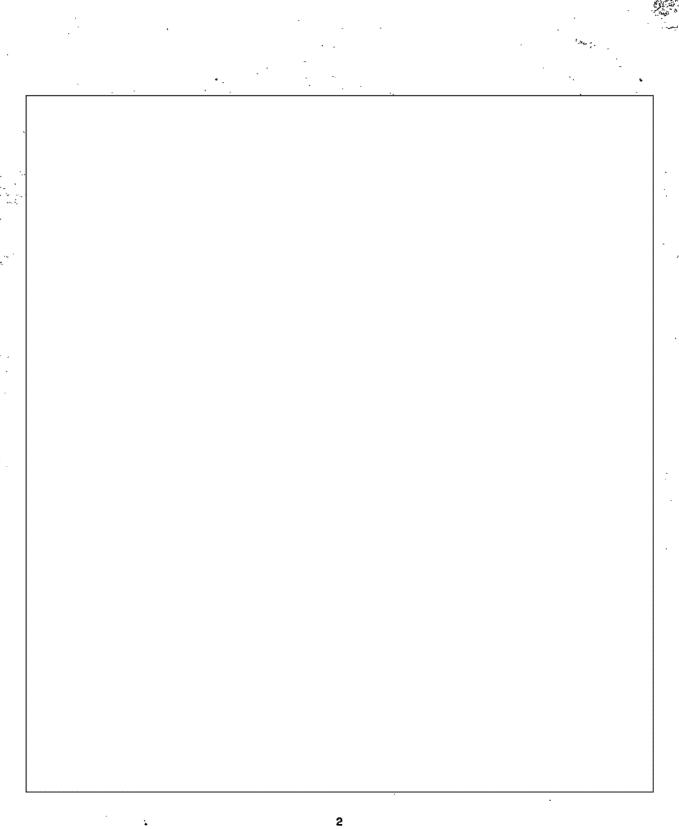
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Attn Panel A
Mr. Faithps
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11 January 1961

To : Mrector of Personnel

FROM: Chief, AD

SUBJECT: Additional Commensation in Lieu of Overtime Physient

Femo dated 11 January 1971 from SSA/DDS to DD/S, arrroved by DD/S. Subject: "Smployee Benefits for JFATA Personnel"; and hero dated 22 December 1960 from aDD(P) to Depaty Director (Flons), Subject: "Sarloyee Penefits for Personnel Assignet to JFATA".

In accordance with referenced meroranda, it is requested that the reasonnel listed below be authorized to receive additional commensation effective 8 January 1961, at the rate of 156 of their respective rates of basic annual commensation (but not to exceed the excitator rate for a Minimum (SS-9) in lieu of payment of the regular overtime rates for irregular, unscheduled and frequent overtime.

YALZ .	ENPLOYER Serial No.	mrm.s	SALACY
- Establith onen D.	<del>56733</del>	- OPS Officer	\$14,055
- MHS9Bs4,-Robert A.	509360	Ora Officer	12,990
	229350	UiS Officer	14,055
. EMILLIS, David A.	.654500	GPS Officer	12,730
MA.CLI, Louis F.	012615	OrS Officer .	12,210
YUZIUY, Walter P.	064733	OPS Officer	12,730
PET AS. John D.	5/093	OPS Officer	11,675
	59794	Instructor (CPS)	9.955
HICES, Calvin W.	56361	Querrill: Warfare Officer	9,475
RITZY, James	60471	OPS Officer	8.c50
"ILEO, Anthony L.	559127	OPS Officer	7,330
***************************************	50218	Instructor (OPS) .	8,955
YETDALL, Sidney S.	059517	OPS Officer	11,155
RRYNGLDS, Robert	55407	OF Officer	12,470
SPA COS. Grnest W.	52285	Instructor (OFS)	12,470
BPCW: Pravel S.	61901	OF. Officer	c,475
CARTWRIGHT, Cecil J.	- 57840	CFS Officer	9,215
CRELLIFO, Semuel J.	55622	ADL Officer	7.820
PORALSS, David S.	63385	UFS Officer	12,210
RENT, billion t.	559193	CrS Officer	9,215

All the above employees are on Allotment #535-5000-3021.

J. D. EING

ALETT J. ETHOLS

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STANDARD FORM 61
REVISED JUNE 1957
U. S. CIVIL SERVICE COMMISSION
F. P. M. CHAPTER AS

#### APPOINTMENT AFFIDAVITS

IMPORTANT.—Before	swearing to these	appointment	affidarits, you	should read	d and understand
:	the attach	ed information	for appointee		.'

	CENTRAL INTELLIGENCE A	AGENCY	WASHINGTON, D.C.
•••	(Department or agency)	(Bures or division)	(Place of employment)
I,	DAVID ATLES PHILLIPS		do solemnly swear (or affirm) that-
A.	OATH OF OFFICE	·	

I will support and defend the Constitution of the United States against all enemies, foreign and domestic; that I will bear true faith and allegiance to the same; that I take this obligation freely without any mental reservation or purpose of evasion; that I will well and faithfully discharge the duties of the office on which I am about to enter, SO HELP ME GOD.

#### B. AFFIDAVIT AS TO SUBVERSIVE ACTIVITY AND AFFILIATION

I am not a Communist or Fascist. I do not advocate nor am I knowingly a member of any organization that advocates the overthrow of the constitutional form of the Government of the United States, or which seeks by force or violence to deny other persons their rights under the Constitution of the United States. I do further swear (or affirm) that I will not so advocate, nor will I knowingly become a member of such organization during the period that I am an employee of the Federal Government or any agency thereof.

#### C. AFFIDAVIT AS TO STRIKING AGAINST THE FEDERAL GOVERNMENT

I am not participating in any strike against the Government of the United States or any agency thereof, and I will not so participate while an employee of the Government of the United States or any agency thereof. I do not and will not assert the right to strike against the Government of the United States or any agency thereof while an employee of the Government of the United States or any agency thereof. I do further swear (or affirm) that I am not knowingly a member of an organization of Government employees that asserts the right to strike against the Government of the United States or any agency thereof and I will not, while an employee of the Government of the United States or any agency thereof, knowingly become a member of such an organization.

#### D. AFFIDAVIT AS TO PURCHASE AND SALE OF OFFICE

I have not, nor has anyone acting in my behalf, given, transferred, promised or paid any consideration for or in expectation or hope of receiving assistance in securing such appointment.

#### E. AFFIDAVIT AS TO DECLARATION OF APPOINTEE

The answers given in the Declaration of Appointee on the reverse of this form are true and correct.

14 Marce 1960 (Date of entrance on duty)		(Signatury of appointed	12yo
Subse	(Date of entrance on duty)  cribed and sworn before me this 11.th	W	A. D. 19.60
at _	WASHINGTON, D.C.		30, 12%
1 ,	(City)	1 (State)	
. !	[SEAL]	The Capture of officer)	<u> </u>
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NOTE.—The eath of office must be administered by a person specified in 5 U. S. C. 18, or by a person designated to administer eaths under Section 206, Act of June 26, 1943, 5 4. S. C. 16a. If by a Notary Public, the date of expiration of his commission should be shown.

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### DECLARATION OF APPOINTEE

This form is to be completed before entrance on duty. Answer all questions. Admitted unfavorable information about such matters as arrests or discharges will be considered together with the favorable information in your record in determining your present fitness for Federal employment. However, a false statement or dishonest answer to any question may be grounds for dismissal after appointment and is punishable by law.

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STATES OF AMERICAN  B ARE YOU AN OFFICIAL OR EMPLOYE	E OF ANY STATE, TERRITORY, COLDITY, OR	-  -	(D) IF	YOU HAVE FILED SUCH A 1	WAIVER, HAS IT BEEN	CANCELED O	A	-
MUNICIPALITY!  If your answer is "Yes," giv	e details in Item 12.	1	HEVU	TUI.	- ,		1	1
7. DO YOU RECEIVE OR HAVE YOU APP STATES OR DISTRICT OF COLUMBIA ACT OR ANY PENSION OR OTHER E SERVICES	H D FOR AN APPLITY FROM THE UNITED GOVERNMENT UNITED BY THE MENT COMPLETATION FOR MILITARY OR HAVAL		A. MAY	YOU FILED APPLICATION RESE IF YOU BEEN DISCHARGED FF FOUR CONDUCT WAS NOT SA	ROM EMPLOYMENT BEC TISFACTORYT			
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INSTRUCTIONS TO APPOINTING OFFICER.—You must determine that this appointment would be in conformance with the Civil Service Act, applicable Civil Service Rules and Regulations, and acts of Congress pertaining to appointment. This form should be checked for holding of office, pension, any record of recent discharge or arrest, age, citizenslip, and members of family. Also, to establish the identity of the appointee, you should particularly check (1) his agnature and handwriting against the application and for other pertinent papers and (2) his physical appearance against the medical certificate.

6PC 147 O 43"6.18

STANCAND FORM 144	-	,		<u> </u>				- /		- 	· · · · · · · · · · · · · · · · · · ·	·
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TOTAL SERVICE  (Item 12)  Years  Months  Days  TOTAL SERVICE AND SERVICE COMPUTATION DATE FOR LEAVE PURPOSES  (Item 12)  (Item 13)  (Item 14)  (Item 15)  (Item 15)  (Item 16)  (Item 17)  (Item 17)  (Item 17)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)				• • • • •	- , .		•
TOTAL SERVICE  (Item 12)  Years  Months  Days  TOTAL SERVICE AND SERVICE COMPUTATION DATE FOR LEAVE PURPOSES  (Item 12)  (Item 13)  (Item 14)  (Item 15)  (Item 15)  (Item 16)  (Item 17)  (Item 17)  (Item 17)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)  (Item 18)				t			
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PLACE IN CONTINENTAL U.S. DESIGNATED AS P	ERMANENT RESIDENCE		
4804 WASHOURD FORT	WORTH, TENAN		
2:	MARITAL STATUS		
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IF DIVORCED, PLACE OF DIVORCE DECREE			DATE OF DECREE
,			
IF WIDOWED, INDICATE PLACE SPOUSE DIED			DATE SPOUSE DIED
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	FORT WORTH, TEXAL,	? 19	43
3.	MEMBERS OF FAMILY		
NAME OF SPOUSE	ADDRESS (No., Street, Caty, Zone, S	tate)	TELEPHONE NUMBER
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NAMES OF CHILDREN	ADDRESS	The state of the	SEX AGE
MARIA LOUISE PHILLIPS	ADDRESS .	, ,	
DAVID A PHILLIPSTE.	1 , , , , , , , , , , , , , , , , , , ,	1,	M 3
ATLEE YOU'LL FAILLIP!			F 17
			A1 3
CHAICTENIER GALLE PAILLIP.	<i>A</i>		
NAME OF FATHER (Or male guardien)	ADDRESS		TELEPHONE NUMBER
ELEU. UT. FHILLIPS (OF CE ACTO) NAME OF MOTHER (OF treate guardian)	DX.		. 100
	ADDRESS		TELEPHONE NUMBER
MARY LOWISE PHILLIPS (OFFERSE)	NA.		LA
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	BE NOTIFIED IN CASE OF EMERGENCY		
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		11.2	mak ti c. 3
BUSINESS ADDRESS (No., Server, City, Lane,	State) was and as a second	0000	D -4 N-
NOVE	STATES AND NAME OF EMPLOYER, IF APPL	1 4 4	TELEPHONE & EXTENSION
15 THE INDIVIOUAL NAMED ABOVE BITTING OF T	OUR AGENCY AFFILIATION?		
IS THAS INDIVIOUAL AUTHORIZED TO MARE DECI	SIONS ON YOUR BENELF?	· · · · · · · · · · · · · · · · · · ·	i de de la company de la company de la company de la company de la company de la company de la company de la c
		·	
DOES THIS INDIVIDUAL RNOW THAT HE HAS BEEN	DESIGNATED AS YOUR EMERGENCY ADDRESS	EEY	
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FIRT WONTH NATIONAL BAL	K, FORT WALTN, TEX	<u>~</u>	
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CURRENT	RESIDENCE AND DEPENDENCY REI	PORT	
T W 101 PO 11			I

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5. (CONTINUED)	
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SECTION IV  27. DASIC SALARY \$10,320.00  \$10,320.00  \$2. PO \$31,000.00  \$5  34. COVER (Br-abdown, if any)  SECTION VI  35. TYPES  X PCS  000  37. HOUSEHOLD EFFECTS 10 BE SH4	N.A.  ST DIFFERENTIAL  SSB5.00  MGES (NORMALLY  SB5.00	COMPENS 29. COVER (Breed  GRANTED ONLY T 33. OTHER  TRES	ATION ROOMS, IF ENY)  O RESIDENTS OF  L  PARELON OPERATIO  Shipped 38.	THE UNITED ST	30. TARE COVE	DEPENDENTS
SECTION IV  27. DASIC SALARY  \$10,320.00  \$21. DUARTIES  \$3,000.00  \$5  \$4 COVER (Br-abdown, if any)  SECTION VI  35. TYPES  X PCS  10. DOWN  11. DOWN  12. PO  12. PO  13. DUARTIES  13. DOWN  14. DOWN  15. TYPES  16. DOWN  17. HOUSEHOLD EFFECTS 10 BE SHIPLES  17. HOUSEHOLD EFFECTS 10 BE SHIPLES  17. HOUSEHOLD EFFECTS 10 BE SHIPLES  17. HOUSEHOLD EFFECTS 10 BE SHIPLES  17. HOUSEHOLD EFFECTS 10 BE SHIPLES  17. HOUSEHOLD EFFECTS 10 BE SHIPLES  17. HOUSEHOLD EFFECTS 10 BE SHIPLES  17. HOUSEHOLD EFFECTS 10 BE SHIPLES  17. HOUSEHOLD EFFECTS 10 BE SHIPLES  17. HOUSEHOLD EFFECTS 10 BE SHIPLES  17. HOUSEHOLD EFFECTS 10 BE SHIPLES  17. HOUSEHOLD EFFECTS 10 BE SHIPLES  17. HOUSEHOLD EFFECTS 10 BE SHIPLES  17. HOUSEHOLD EFFECTS 10 BE SHIPLES  17. HOUSEHOLD EFFECTS 10 BE SHIPLES  17. HOUSEHOLD EFFECTS 10 BE SHIPLES  17. HOUSEHOLD EFFECTS 10 BE SHIPLES  17. HOUSEHOLD EFFECTS 10 BE SHIPLES  17. HOUSEHOLD EFFECTS 10 BE SHIPLES  17. HOUSEHOLD EFFECTS 10 BE SHIPLES  17. HOUSEHOLD EFFECTS 10 BE SHIPLES  17. HOUSEHOLD EFFECTS 10 BE SHIPLES  17. HOUSEHOLD EFFECTS 10 BE SHIPLES  17. HOUSEHOLD EFFECTS 10 BE SHIPLES  17. HOUSEHOLD EFFECTS 10 BE SHIPLES  17. HOUSEHOLD EFFECTS 10 BE SHIPLES  17. HOUSEHOLD EFFECTS 10 BE SHIPLES  17. HOUSEHOLD EFFECTS 10 BE SHIPLES  17. HOUSEHOLD EFFECTS 10 BE SHIPLES  17. HOUSEHOLD EFFECTS 10 BE SHIPLES  17. HOUSEHOLD EFFECTS 10 BE SHIPLES  17. HOUSEHOLD EFFECTS 10 BE SHIPLES  17. HOUSEHOLD EFFECTS 10 BE SHIPLES  17. HOUSEHOLD EFFECTS 10 BE SHIPLES  17. HOUSEHOLD EFFECTS 10 BE SHIPLES  17. HOUSEHOLD EFFECTS 10 BE SHIPLES  17. HOUSEHOLD EFFECTS 10 BE SHIPLES  17. HOUSEHOLD EFFECTS 10 BE SHIPLES  17. HOUSEHOLD EFFECTS 10 BE SHIPLES  17. HOUSEHOLD EFFECTS 10 BE SHIPLES  17. HOUSEHOLD EFFECTS 10 BE SHIPLES  17. HOUSEHOLD EFFECTS 10 BE SHIPLES  17. HOUSEHOLD EFFECTS 10 BE SHIPLES  17. HOUSEHOLD EFFECTS 10 BE SHIPLES  17. HOUSEHOLD EFFECTS 10 BE SHIPLES  17. HOUSEHOLD EFFECTS 10 BE SHIPLES  17. HOUSEHOLD EFFECTS 10 BE SHIPLES  17. HOUSEHOLD EFFECTS 10 BE SHIPLES  17. HOUSEHOLD EFFECTS 10 BE SHIPLES  17. HOUSEH	N.A.  ST DIFFERENTIAL  SSBS.00  MGES (NORMALLY  SSS.00	COMPENS 29. COVER (Bross  GRANTED ONLY T 33. OTHER  TRANS	ATION ROOMS, AF any)  O RESIDENTS OF  L  POREISM OPERATIO  SMIPPED 38.	THE UNITED ST	30. TARE COVE	OEPENDENTS
SECTION IV  27. BASIC SALARY \$10,320.00  \$10,320.00  \$2. PO \$31,000.00  \$5  34. COVER (Br.akdown, if any)  SECTION VI  35. TYPES  X PCS  000  37. HOUSEHOLD EFFECTS 10 BE SH4	N.A.  ST DIFFERENTIAL  SSBS.00  MGES (NORMALLY  SSS.00	COMPENS 29. COVER (Bross  GRANTED ONLY T 33. OTHER  TRANS	ATION ROOMS, AF any)  O RESIDENTS OF  L  POREISM OPERATIO  SMIPPED 38.	THE UNITED ST	30. TARE COVE	DEPENDENTS
SECTION IV  27. BASIC SALARY \$10,320.00  \$10,320.00  \$2. PO \$31,000.00  \$5  \$2. PO \$5  \$3,000.00  \$5  \$5  \$5  \$6  \$7  \$7  \$7  \$7  \$7  \$7  \$7  \$7  \$7	N.A.  ST DIFFERENTIAL  SSBS.00  INCES (NORMALLY  ST  SSS.00  ISTIC OPERATIONAL  PPED 34. PERSON  LATIONSHIP, CITIZ	COMPENS 29. COVER (Bread 29. COVER (Bread 33. OTHER  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS  TREYS	ATION ROOMS, AF any)  O RESIDENTS OF  L  POREISM OPERATIO  SMIPPED 38.	THE UNITED ST	30. TARE COVE	DEPENDENTS
SECTION IV  27. 9ASIC SALARY  \$10,320.00  \$10,320.00  SECTION V ALLON  31. QUARTIES  \$3,000.00  34. COVER (Braddown, if any)  SECTION VI  35. TYPES  X rcs  10. 10 WITH DEPENDENTS STATE RE  Wife: Helen H. Phi  Daughter: Maria Lo	N.A.  ST DIFFERENTIAL  S585.00  NGES (NORMALLY  S185.00  SATIC OFFICE SA. PERSON  LATIONSHIP, CITIE  11ips, U.S.,  nise Phillips	COMPENS 28. COVER (Break  GRANTED ONLY T 33. OTHER  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRES  TRESS  TRES  TRES  TRES  TRES  TRES  TRES  TRES  TRES  TRES  TR	ATION ROOMS, AF any)  O RESIDENTS OF  L  POREISM OPERATIO  SMIPPED 38.	THE UNITED ST	30. TARE COVE	DEPENDENTS
SECTION IV  27. 9ASIC SALARY  \$10,320.00  \$10,320.00  SECTION V ALLON  31. QUARTIES  \$3,000.00  34. COVER (Brahdown, If any)  SECTION VI  35. TYPES  X rcs  37. HOUSEHOLD EFFECTS TO BE SHAP  WIFE: Helen H. Phi Daughter: Maria Lo  Daughter: Atless V.	N.A.  ST DIFFERENTIAL  S585.00  NGES (NORMALLY  S185.00  STIC OFFICE SA. PERSON  LATIONSHIP. CITIE  LATIONSHIP. CITIE  LATIONSHIP. CITIE  Sung Phillips  Doung Phillips	COMPENS 28. COVER (Bress 28. COVER (Bress  GRANTED ONLY T 33. OTHER  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRESS  TRE	ATION ROOMS, AF any)  O RESIDENTS OF  L  POREISM OPERATIO  SMIPPED 38.	THE UNITED ST	30. TARE COVE	DEPENDENTS
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SECTION IV  27. 9ASIC SALARY  \$10,320.00  \$10,320.00  \$2. PO  \$3,000.00  \$5  34. COVER (Br.abdown. If any)  SECTION VI  35. TYPES  X rcs  10. 10 WITH DEPENDENTS STATE RE  Wife: Helen H. Phi  Daughter: Maria Lo:  Daughter: Atless Yc.  Son: David A.	N.A.  ST DIFFERENTIAL  S585.00  NGES (NORMALLY  S65.00  STILL OFFICE SALES ON PERSON  LATIONSHIP. CITE  CITE SPINITES Phillips  Phillips, Jr.  Jr., U.S.	COMPENS  29. COVER (Bross  29. COVER (Bross  GRANTED ONLY T  33. OTHER  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN	ATION ROOMS, If eny)  O BESTDENTS OF  EL  PORETON OPERATION  DATE OF BIRTH	THE UNITED ST.	SV CIA	DEPENDENTS  VES
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SECTION IV  27. 0ASIC SALARY \$10,320.00  \$10,320.00  SECTION V ALLON  31. 04AFTERS \$3,000.00  34. COVER (Br.abdown, if any)  SECTION VI  35. TYPES  X res  40. IP WITH DEPENDENTS STATE RE  Wife: Helen H. Phi Daughter: Atless Ye Son: David A. Child approx. 5 mos	N.A.  ST DIFFERENTIAL  S585.00  NGES (NORMALLY  S65.00  STILL OFFICE SALES ON PERSON  LATIONSHIP. CITE  CITE SPINITES Phillips  Phillips, Jr.  Jr., U.S.	COMPENS  29. COVER (Bross  29. COVER (Bross  GRANTED ONLY T  33. OTHER  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN	ATION ROOMS, If eny)  O BESTDENTS OF  EL  PORETON OPERATION  DATE OF BIRTH	THE UNITED ST.	SV CIA	DEPENDENTS  VES
SECTION IV  27. 0ASIC SALARY \$10,320.00  \$10,320.00  SECTION V ALLON  31. 04AFTERS \$3,000.00  34. COVER (Br.abdown, if any)  SECTION VI  35. TYPES  X res  40. IP WITH DEPENDENTS STATE RE  Wife: Helen H. Phi Daughter: Atless Ye Son: David A. Child approx. 5 mos	N.A.  ST DIFFERENTIAL  S585.00  NGES (NORMALLY  S65.00  STILL OFFICE SALES ON PERSON  LATIONSHIP. CITE  CITE SPINITES Phillips  Phillips, Jr.  Jr., U.S.	COMPENS  29. COVER (Bross  29. COVER (Bross  GRANTED ONLY T  33. OTHER  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN	ATION ROOMS, If eny)  O RESIDENTS OF  IL  PARTION OPERATION  S. MIPPED 38.  DATE OF BIRTH	THE UNITED ST.	SV CIA	DEPENDENTS  VES
SECTION IV  27. 0ASIC SALARY \$10,320.00  \$10,320.00  SECTION V ALLON  31. 04AFTERS \$3,000.00  34. COVER (Br.abdown, if any)  SECTION VI  35. TYPES  X res  40. IP WITH DEPENDENTS STATE RE  Wife: Helen H. Phi Daughter: Atless Ye Son: David A. Child approx. 5 mos	N.A.  ST DIFFERENTIAL  S585.00  NGES (NORMALLY  S65.00  STILL OFFICE SALES ON PERSON  LATIONSHIP. CITE  CITE SPINITES Phillips  Phillips, Jr.  Jr., U.S.	COMPENS  29. COVER (Bross  29. COVER (Bross  GRANTED ONLY T  33. OTHER  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN  TGEN	ATION ROOMS, If eny)  O BESTDENTS OF  EL  PORETON OPERATION  DATE OF BIRTH	THE UNITED ST.	SV CIA	DEPENDENTS  VES
SECTION IV  27. 0ASIC SALARY \$10,320.00  \$10,320.00  SECTION V  ALLONG 31. 0UARTERS \$3,000.00  34. COVER (Br.abdown. If any)  SECTION VI  35. TYPES  X res  Wife: Helen H. Phi Daughter: Maria Lo Daughter: Atless Y. Son: David A. Child approx. 5 mos	N.A.  ST DIFFERENTIAL  SSBS.00  NGES (NORMALLY  SS.  SSS.00  SS. PERSON  LATIONSHIP CITIE  LATIONSHIP CITIE  LATIONSHIP CITIE  LATIONSHIP CITIE  LATIONSHIP CITIE  LATIONSHIP CITIE  LATIONSHIP CITIE  LATIONSHIP CITIE  LATIONSHIP CITIE  LATIONSHIP CITIE  LATIONSHIP CITIE  LATIONSHIP CITIE  LATIONSHIP CITIE  LATIONSHIP CITIE  LATIONSHIP CITIE  LATIONSHIP CITIE  LATIONSHIP CITIE  LATIONSHIP CITIE  LATIONSHIP CITIE  LATIONSHIP CITIE  LATIONSHIP CITIE  LATIONSHIP CITIE  LATIONSHIP CITIE  LATIONSHIP CITIE  LATIONSHIP CITIE  LATIONSHIP CITIE  LATIONSHIP CITIE  LATIONSHIP CITIE  LATIONSHIP CITIE  LATIONSHIP CITIE  LATIONSHIP CITIE  LATIONSHIP CITIE  LATIONSHIP CITIE  LATIONSHIP CITIE  LATIONSHIP CITIE  LATIONSHIP CITIE  LATIONSHIP CITIE  LATIONSHIP CITIE  LATIONSHIP CITIE  LATIONSHIP CITIE  LATIONSHIP CITIE  LATIONSHIP CITIE  LATIONSHIP CITIE  LATIONSHIP CITIE  LATIONSHIP CITIE  LATIONSHIP CITIE  LATIONSHIP CITIE  LATIONSHIP CITIE  LATIONSHIP CITIE  LATIONSHIP CITIE  LATIONSHIP CITIE  LATIONSHIP CITIE  LATIONSHIP CITIE  LATIONSHIP CITIE  LATIONSHIP CITIE  LATIONSHIP CITIE  LATIONSHIP CITIE  LATIONSHIP CITIE  LATIONSHIP CITIE  LATIONSHIP CITIE  LATIONSHIP CITIE  LATIONSHIP CITIE  LATIONSHIP CITIE  LATIONSHIP CITIE  LATIONSHIP CITIE  LATIONSHIP CITIE  LATIONSHIP CITIE  LATIONSHIP CITIE  LATIONSHIP CITIE  LATIONSHIP CITIE  LATIONSHIP CITIE  LATIONSHIP CITIE  LATIONSHIP CITIE  LATIONSHIP CITIE  LATIONSHIP CITIE  LATIONSHIP CITIE  LATIONSHIP CITIE  LATIONSHIP CITIE  LATIONSHIP CITIE  LATIONSHIP CITIE  LATIONSHIP CITIE  LATIONSHIP CITIE  LATIONSHIP CITIE  LATIONSHIP CITIE  LATIONSHIP CITIE  LATIONSHIP CITIE  LATIONSHIP CITIE  LATIONSHIP CITIE  LATIONSHIP CITIE  LATIONSHIP CITIE  LATIONSHIP CITIE  LATIONSHIP CITIE  LATIONSHIP CITIE  LATIONSHIP CITIE  LATIONSHIP CITIE  LATIONSHIP CITIE  LATIONSHIP CITIE  LATIONSHIP CITIE  LATIONSHIP CITIE  LATIONSHIP CITIE  LATIONSHIP CITIE  LATIONSHIP CITIE  LATIONSHIP CITIE  LATIONSHIP CITIE  LATIONSHIP CITIE  LATIONSHIP CITIE  LATIONSHIP CITIE  LATIONSHIP CITIE  LATIONSHIP CITIE  LATIONSHIP	COMPENS  29. COVER (Bross  GRANTED ONLY P  33. OTHER  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TREVIOUS  TR	ATION ROOMS, If eny)  O BESTDENTS OF  EL  PORETON OPERATION  DATE OF BIRTH	THE UNITED ST.	SV CIA	DEPENDENTS  VES
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## CERTIFICATE OF ATTENDANCE

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STANDARD FORM 61 (REVISED AUGUST 1999)
PROMULGATED BY CLUL SERVICE COMMISSION
JEDERAL PERSONNEL MANUAL

	INTMENT AF		
IMPORTANT.—Before swearing to thes attach	e appointment a led information f		l and understand the
CENTRAL INTELLIGENCE ACEN	CY	WASHINGTON,	D. C.
(Department or agency)		a) (Flace of emp	
I, DAVID A, PHÍLLIPS		, do solemnly swear (e	or affirm) that—
A. OATH OF OFFICE			
I will support and defend the Cons domestic; that I will bear true faith a without any mental reservation or pur duties of the office on which I am abou	and allegiance to pose of evasion;	the same; that I take that I will well and fait	this obligation freely
B. AFFIDAVIT AS TO SUBVERSIVE ACTIVI	TY AND AFFILIAT	rion	
I am not a Communist or Fascist. that advocates the overthrow of the Gounconstitutional means or seeking by for Constitution of the United States. It is become a member of such organization Government.	overnment of the orce or violence to do further swear	United States by force to deny other persons the (or affirm) I will not s	or violence or other heir rights under the o advocate, nor will
C. AFFIDAVIT AS TO STRIKING AGAINST	THE FEDERAL G	OVERNMENT	
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D. AFFIDAVIT AS TO PURCHASE AND SAL	LE OF OFFICE	. •	* <u>*</u> * · ,
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E. AFFIDAVIT AS TO DECLARATION OF AF	PPOINTEE		
The answers given in the Declarate correct.	tion of Appointe	ee on the reverse of this	s form are true and
1 April 1955	٠٠.	ا معنقه و مرت را الرس	
(Date of entrance on duty)	* *	(Signature of appointed)	·····
Subscribed and sworn before me this23	day of	April	, A. D. 19.55,
at Washington,			A
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NOTE.—If the oath is taken before a Notary Public the date of expiration of his commission should be shown.

#### DECLARATION OF APPOINTEE

This form is to be completed before entrance on duty. Answer all questions. Any false statement in this declaration will be grounds for cancellation of application or dismissal after appointment. Impersonation is a criminal offense and will be prosecuted accordingly.

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ARE YOU AN OFTICIAL OR EMPLOYEE OF ANY STATE, TERRITORY, COUNTY, OR MUNICIPALITY)		OR.	Ι.,		
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DO YOU RECEIVE ANY ANN'ITY FROM THE UNITED STATES OR DISTRICT OF COLUMBIA GOVERNOUS. UNDER ANY PETIRE WERT ACT CHARRY PROJECT OF OTHER COMPRISATION NOW MILITARY OR RAVAL SERVICES.  If your answer is "Yes", give in Item 10 reasons for retirement, that is, age, optional disability, or by reasons of voluntary or insoluntary separation, after 5 years service, amount of retirement pays, and under what retirement act; and rating.			-		·····
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REQUEST FOR MEDICAL EVALU	ATION 31 October 1966
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# PERSONAL HISTORY STATEMENT

## INSTRUCTIONS

#### -DO NOT ATTEMPT TO COMPLETE THIS FORM UNTIL YOU HAVE READ THE POLLOWING INSTRUCTIONS-

- 1. Answer all questions completely or check (X) the box which applies. If the question is not applicable, write "NA". If you do not know the answer and it cannot be obtained from personal records, write "Unknown". Use the blank space on pages 15 and 16 for extra details on any question for which you do not have enough space.
- 2. Type or pignt carefully USE BLACK TYPEWRITER RIBBON OR BLACK INK.
- 3. Leave blank any boxes or columns which are marked "FOR OFFICE USE ONLY".
- 4. Consider each of your answers carefully, accurate completion of the form will permit review of your qualifications to the best advantage. Your signature at the end of the form will certify to its correctness.

  5. Page 17 entitled "Personal History Summary" must be completed. It is a brief abstract of information from other parts of the form and will help to speed the processing of your application.

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FORMER HUSBAND MARITAL STATUS SECTION XI 21. 3. Ahorn, Thomas Joseph N/A 22. 4-12-40 23. 6. Washington, D.C. N/A 24. 7. 4-6-59 N/A 25. 8. Hyattsvillo, Maryland N/A 26. 9. yes 27. N/A 10. U.S. N/A 11. 12. N/A 13. N/A N/A 14. 15. N/A N/A 16. N/A 17. N/A 18. 19. 4622 Hunt Avenue, Chevy Chase, Maryland 20.

### PERSONAL HISTORY STATEMENT - (Appendix 1)

Listed below are names of organizations identified by the Attorney General, under his responsibility pursuant to Executive Order 10450, dated 27 April 1953, to list the names of each foreign or domestic organization, association, movement, group or combination of persons which he designates as Totalitarian, Fascist, Communist, or subversive, or as having adopted or having shown a policy of advocating or approving the commission of acts of force or violence to deny others their rights under the Constitution of the United States, or as seeking to alter the form of government of the United States by unconstitutional means.

Each applicant or employee and spouse (if any) must review the following list of organizations for certification purposes, and sign on the last page.

```
Abraham Lincoln Brigade
  Abraham Lincoln School, Chicago, Illinots
Action Committee to Pres Spain Now
  Alabama People's Educational Association (see Communist Politi-
  American Association for Reconstruction in Tuessistis, Inc.
  American Branch of the Pederation of Greek Maritime Unions
American Christian Nationalist Party
  American Committee for European Workers' Relief (see Socialist
    Workers Party)
  American Committee for Protection of Poreign Born
  American Committee for Spanish Preedom

American Committee for the Settlement of Jews in Birobidjan, Inc
  American Committee for Yugoslav Reitef, Inc.
American Committee to Burrey Labor Conditions in Europe
 American Council for a Democratic Greece, formerly known as the
    Greek American Council; Greek American Committee for Na-
   tional Unity
 American Council on Soviet Relations
 American Croatian Congress
 American Jewish Labor Council
 American League Against War and Pascism
American League for Peace and Democracy
 American National Labor Party
 American National Socialist League
 American National Bocialist Party
 American Nationalist Party
 American Patriota, Inc.
 American Peace. Crusade
 American Prace Mobilization
 American Poles for Peace
 American Polish Labor Council
 American Polish League
 American Rescue Ship Mission (a project of the United American
  Spanish Aid Committee)
 American-Russian Praternal Society
 American Russian Institute, New York, also known as the Ameri-
  can Russian Institute for Cultural Relations with the Soviet
American Russian Institute, Philadelphia
American Russian Institute of San Francisco
American Russian Institute of Southern California, Los Angeles
American Slav Congress
American Women for Peace
American Youth Congress
American Youth for Democracy
Armenian Progressive League of America
Associated Kians of America
Association of Georgia Elana
Association of Oerman Nationals (Reichadeutsche Vereinigung)
Ausland-Organization der NBDAP, Overseas Branch of Nazi Party
Benjamin Davis Freedom Committee
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Boston School for Marxist Studies, Boston, Massachusetts
  Bridges-Robertson-Schmidt Defense Committee
  Bulgarian American People's League of the United States of
  California Emergency Defense Committee
California Labor School, Inc., 321 Divisadero Street, San Francisco,
    California
  Carpatho-Russian People's Society
 Central Council of American Women of Croatian Descent, also
known as Central Council of American Croatian Women, Na-
tional Council of Croatian Women
 Central Japanese Association (Belkosu Chuo Nipponiin Kal)
 Central Japanese Association of Southern California
 Central Organization of the German-American National Alliance
   (Doutsche-Amerikanische Einheitsfront)
 Cervantes Fraternal Society
 China Welfare Appeal, Inc.
 Chopin Cultural Center
 Citizens Committee for Rarry Bridges
 Citizens Committee of the Upper West Side (New York City)
 Citizens Committee to Free Earl Browder
 Citizens Emergency Defense Conference
 Citizens Protective League
 Civil Libertles Sponsoring Committee of Pittsburgh
 Civil Rights Congress and its affiliated organizations, including:
Civil Rights Congress for Texas
     Veterans Against Discrimination of Civil Rights Congress of
 Civil Rights Congress for Texas (see Civil Rights Congress)
 Columbians
 Comite Coordinador Pro Republica Espanola
Comite Pro Derechos Civiles

(See Puerto Rican Comite Pro Libertades Civiles)
 Committee for a Democratic Far Bastern Policy
Committee for Constitutional and Political Freedom
Committee for Nationalist Action
Committee for Peace and Brotherhood Pestival in Philadelphia
Committee for the Defense of the Pittsburgh Six
Committee for the Negro in the Arts
Committee for the Protection of the Bill of Rights
Committee for World Youth Friendship and Cultural Exchange
Committee to Abolish Discrimination in Maryland
  (Gee Congress Against Discrimination; Maryland Congress
Against Discrimination; Provisional Committee to Aboliab
    Discrimination in the State of Maryland)
Committee to Aid the Fighting South
Committee to Defend Marie Richardson
Committee to Defend the Rights and Freedom of Pittsburgh's
 Political Prisoners
Committee to Uphold the Bill of Rights
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Black Dragon Society

Commonwealth College, Mena, Arkansas

Communist Party, U. S. A., its subdivisions, subsidiaries, and

#### CERTIFICATION

I certify that I have read the names of the above listed organizations.

To the best of my knowledge and belief, I am not, nor have I been a member of, contributed to, received literature from, signed petitions of or in behalf of, or attended meetings of any organization listed above, or any organization outside the United States espousing Communist, Fascist, Totalitarian or Nazi causes, except as noted below.

To the best of my knowledge and bellef, none of my close relatives are, nor have ever been members of, contributed to, received literature from, signed petitions of or in behalf of, or attended meetings of any such organizations, except as noted below.

#### INSTRUCTIONS

For the purpose of this certification, if an applicant or employee is completing this form, the term "close relative" will include spouse, children, parents, brothers, sisters, uncles, and aunts. "Close relatives" of the spouse, for this purpose, will include children, parents, brothers, sisters, uncles, and aunts.

If there are exceptions to this certification, set forth below under Remarks all pertinent information concerning the nature and extent of your activities or those of your close relatives in such organizations, including the names of the organizations, dates of membership, meetings attended, titles of positions held, amounts and dates of contributions, nature of petitions signed falling within the meaning of the above certification and circumstances thereof, titles and authors of literature received, and dates on which received.

In exceptions concerning relatives, include only such information presently known to you or available from your own records.

If necessary, use additional sheets and sign each sheet. Write none if there are no exceptions.

REMARKS: To be completed by Spouse	REMARKS: To be completed by Applicant or Employee
Date .	Date flarch 12, 1969
Signature of Spouse	Signature of Applicant or Employee League S. Chern
Address — City and State	Address — City and State Actornacy Y Kernfand
Witness	Witness
Address City and State	Address — City and State

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PHILLIPS PAVID A PP P (11) P P 1065 44

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SUBJECT: NOTIFICATION OF GRANTING OR OF REVOCATION OF CRYPTOGRAPHIC CLEARANCE 8 8

THE ABOVE NAMES INDIVIDUAL (ITEM 1) HAS BEEN GRANTED A CRYPTOGRAPHIC CLEARANCE (OR THE CRYPTOGRAPHIC CLEARANCE AND BY 1 IS INDIVIDUAL HAS BEEN REVOKED UNDER THE PROVISIONS OF HR 90.4. THE CLEARANCE (LEEM 2) OR REVOCATION LITEM 4). IS EFFECTIVE AS OF THE MONTH AND YEAR SHOWN ABOVE. SUBJECT HAS BEEN BRIEFED OR DEBRIEFE AS APPROPRIATE, CONCERNING CRYPTOGRAPHIC AND RELATED COMMUNICATIONS SECURITY MATTERS AND HAS SHOWN A BRITEFING FORTHERING, AS APPROPRIATE; ACMOSTICEDING TESPONSIBILITY FOR THE PROTECTION OF CRYPTOGRAPHIC INFORMATION. UPON REVOCATION OF CRYPTOGRAPHIC CLEARANCE SUBJECT IS NOT AUTHORIZED TO HAVE CONTINUED CUSTODY OF, ACCESS TO, OR OTHERWISE GAIN FURTHER SNOWLEDGE OF STAFF CRYPTOGRAPHIC MATERIAL OR INFORMATION FORMATION.

WHEN EMPLOYEE NO LONGER REQUINES THE CLEARANCE IN CROSER TO PERFORM HIS/HER ASSIGNED DUTIES. IT IS REQUESTED THAT THE COMMUNICATIONS SECURITY STAFF, OC. BE NOTIFIED THAT THE CLEARANCE MAY BE REVOKED.

.. DISTRIBUTION:
1 - EMPLOYEE'S COMPONENT (LITEM 3)
1 - OFFICE OF PERSONNEL

12.63 .597b (5.71645)

FOR DESCRIPTION OF COMMUNICATIONS. CHIEF . MEGGERERE BRANCH. GC-S

CONFIDENTIAL

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**SECRET** (When Filled In) 1. PERSONNEL SERIAL NO (1-6) LANGUAGE PROFICIENCY AND AWARDS DATA -14.4 3. NAME (7-24) LAST MIDDLE 4. OFFICE OR DIVISION S. LANGUAGE 6. LANG. CODE (25-27) FIRST Shilligo, Denisia. Managaria 8 ANNIVERSARY DATE DATE OF TEST '46-51 9 GRADE 10 DATE OF BIRTH June 10, 105 11. REASON FOR TAKING TEST 12 TEST SCORES PRONUNCIATION (36) READING (34) SPEAKING (37) UNDERSTANDING (38) APPLY FOR AWARD ESTABLISH SKILL LEVEL TYPE OF AWARD 13. ELKSIBILITY (39) 14. (A) ELEMENTARY
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1, ruk SECRET LANGUAGE DATA RECORD 912663 PART I-GENERAL want (Last-First-Widdle) (7-24) 2. DATE OF BIRTH 1 29- 201 80474 A Phillips DAVID DETOBER 3( 1912 I HAVE NO PROFICIENCY IN ANY FOREIGN LANGUAGE SPAHISH OCTOREGO H177 22 PART II-LANGUAGE ELEMENTS SECTION A. Reading (40) I CAR READ TEXTS OF ANY DIFFICULTY, OF A GENERAL NATURE OR IN FIELDS I AM FAMILIAR WITH, USING THE DICTIONARY ONLY RARELY, CAN READ TEXTS OF MOST GRADES OF DIFFICULTY, OF A GENERAL NATURE OR IN FIELDS I AM FAMILIAR WITH, USING THE DICTIGNARY OCCASIONALLY. I CAN READ TEXTS OF AVERAGE DIFFICULTY (newspapers, reference materials, etc.), USING THE DICTIONARY FREQUENTLY. 4. I CAN READ SIMPLE TEXTS, SUCH AS STREET SIGNS, NEWSPAPER HEADLINES, ETC., USING THE DICTIONARY PREQUENTLY. 5. I HAVE NO READING ABILITY IN THE LANGUAGE. SECTION B. Writing (41) I CAN WRITE PERSONAL LETTERS AND ISIMILAR MATERIAL WITH COMPLETE SUCCESS WITHOUT USING THE DICTIONARY. I CAN WRITE FACTUAL NARRATIVE AND EXPOSITORY MATERIAL WITH REASONABLE CLARITY, WITH VERY FEW GRAMMATICAL EXPORT, IN NATIVE STYLE, USING THE DICTIONARY ONLY BARELY. I CAN BRITE PERSONAL LETTERS AND SIMILAR SIMPLE MATERIAL BITH COMPLETE SUCCESS, USING THE DICTIONARY ONLY Parely. I can brite factual narrative and expository material with reasonable clarity, with few grammatical Errors, But In a style which may not be native, using the dictionary occasionally. I CAN URITE PERSONAL LETTERS AND SIMILAR SIMPLE WATERIAL, WITH REASONABLE SUCCESS IN CONVEYING MY MEANING. BUT WITH OCCATIONAL MINOR GRAMMATICAL ERRORS AND IN OBVIOUSLY FOREIGN, AMERIAND STYLE, USING THE DECTIONARY I CAN BRITE PERSONAL LETTERS AND SIMILAR SIMPLE MATERIAL, BITH REASONABLE SUCCESS IN CONVEYING MY MEANING BUT BITH MANY GRAMMATICAL ERRORS AND IN A YERY FORLIGN, ABROARD STYLE, USING THE DICTIONARY FREQUENTLY. 5. I CANNOT MRITE IN THE LANGUAGE. SECTION C. Pronunciation (42) I. MY PROMUNCIATION IS NATIVE. MILE NATIVES CAN DETECT AN ACCENT IN MY PROMUNCIATION THEY HAVE NO DIFFICULTY UNDERSTANDING ME. 3. MY PROMUNCIATION IS OBVIOUSLY FOREIGN, BUT ONLY RESELV CAUSES DIFFIC. LTV FOR MATIVES TO UNCERSTAND. 4. MY PROBUBLIATION IS OCCASIONALLY DIFFICULT FOR NATIVES TO UNDERSTAND.

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### SECURITY APPROVAL

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DATE 19 February 1960

YOUR

REFERENCE: E-8573 CS/CS Dav. Comp.

CASE NO. 1 40696

TO : Director of Personnel

FROM Director of Security

SUBJECT : PHILLIPS, David Atlee

This is to inform you of security approval of the subject person as follows:

> Subject has been approved for the appointment specified-in your request under the provisions of Regulations 10-210 and 20-730 including access to classified information through Top Secret as required in the performance of his duties.

Subject has been approved for appointment under the authority of Paragraph 4(d) of Regulation 10-210, and under Regulation 20-730 including access to classified information through Top Secret as required in the performance of his duties.

- Unless arrangements are made within 60 days for estrance on duty within 120 days, this approval becomes invalid.
- 3. As part of the entrance on duty processing:

A personal interview in the Office of Security must be arranged.

A personal interview is not necessary.

FOR THE DIRECTOR OF SECURITY:

W. A. Osborne Chief. Personnel Security Division

. 2-24-60 CONFIDENTIAL

## CONFIDENTIAL SECURITY INFORMATION SECURITY APPROVAL

Date: 26 April 1955

TO: Chief, Processing & Records Division

Your Reference:

SR-6038-PP

Personnel Office FROM: Chier, Security Division Personnel

Case Number:

10696

SUBJECT: PHILLIPS, David Atlee

1. This is to advise you of security action in the subject case as indicated below:

Security approval is granted the subject person for access to classified information.

Provisional clearance for full duty with CIA is granted under the provisions of Paragraph D of Regulation 10-9 which provides for a temporary appointment pending completion of full security investigation.

The Director of Central Intelligence has granted a provisional clearance for full duty with CIA under the provisions of paragraph H of Regulation 10-9.

2. Unless the subject person enters on duty within 60 days from the above date, this approval becomes invalid.

5. Subject is to be polygraphed as part of EOD procedures.

Subject to to polygraphou as part of not produced

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Dr. Dr. W.

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FORM NO. 38-101

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,	Contract Service -		(P)
Date	Action	Compansation	Eyvy
1 Feb 51 28 Feb 51	Independent contractor  This pendent contract terminated	\$600 per mo 600 " "	÷ (*
25 Jan 52 31 Aug 53	Independent contractor Contract terminated	\$6,000 p.a. 6,000	
	Contract Employee Contract terminated Contract Employee Contract terminated	\$7,200 7,200 8,360 8,360	
1 Apr 55 13 Aug 58	Agency Staff Agent service		•
19 Aug 58	Independent contractor (Note: the base rate of pay of \$7,200 is subject to increase on occasions wherein	#75 <b>CO</b>	•
13 Mar 60	subject performs specialized assignments)	€7,200 7,200	
14 Mar 60	Entered on duty as an Agency Staff Employee at the rate of GS-14/3 (\$11,835).	-	,

## ADMINISTRATIVE FITTERNAL USE CHLY

13 May 1975

MEMORANDUM FOR: Chief, Contract Personnel Division

SUBJECT: Earnings of David A. Phillips

In accordance with your telephone request, the following is a record of income earned by Mr. Phillips during the period 19 August 1958 through 13 March 1960. Mr. Phillips was paid at \$7,200 P/A, with the exception of those periods of service performed outside of his country of permanent assignment and then he was paid at \$13,000 P/A.

DATES	PAID AT \$7200 P/A	DUE DIFFERENCE BETWEEN \$7200 P/A & \$13000 P/A	TOTAL
19-31 Aug 58	\$ 240.00	-0-	\$ 240.00
Sept 58	600.00	\$ 32.22	632.22
Oct 58	600.00	434.97	1034.97
Nov S8-Jan S9	1800.00	-0-	1800.00
Feb 59	60000	88.60	688.60
March 59	600.00	- 0 -	600.00
April 59	600.00	157.07	757.07
May 59	600.00	128.88	728.88
June-July 59	1200.00	- O <b>-</b>	1200.00
Aug 59	600.00	80.55	680.55
Sept 59-Feb 60	3600.00	-0-	3600.00
1-13 March 60	260.00	- 0 -	260.00
Totals	\$11,300.00	\$922.29	\$12,222.29

Deputy Chief
Compensation and Tax Division

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# Daniel Phillips 19 Aug 58 - 47200

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Feb 59 -		688,60
Mc 59 -		600.00
Cept 59 -	600+157.07	757.07
May 59 -	600+128.88	728.88
Jen . 54	600	600.00
Jul 59	600	600.00
Cery 59	600 × 80.55	680.55
Sent 59	600	600.00
Oct 59	600	600.00
Nov 59	600	60.00
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13 Ner 60	260	260.00

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Total Pail 12,097.30

BACKGROUND ON REQUEST FOR CREDITABLE SERVICE: August 1950 Until 3 March 1954

 A basic document in consideration of this request is HCSA-825, dated 4 February 1954.

2. I was running an English-language newspaper when asked to work with our Station there. My first pay was \$50.00 per month. The file contains a project approval dated 31 May 1950; TCS-A-1064 asks that the first payment be made to the U.S. bank on 1 August 1950.

The pro-scr

- 3. During this period I recall a number of activities undertaken for the Station, and I travelled to New York for clandestine training. The file indicates "He was originally approved operationally to handle the complex Soviet espionage case of FULMINATER-2. His conduct of this case was considered excellent..." Also, "It will be recalled that Headquarters was very pleased with the printing job...which he had done." The latter was indicative of a number of such chores, when I stayed behind in my plant after the employees had left for the night, printing leaflets, booklets, etc. I also handled agents and did a number of spotting and assessing jobs for the Station.
- 4. I signed a new contract on 25 January 1952 for \$500.00 per month which ran until the termination date of 31 August 1953. (Actually this was in the form of a loan which was paid off at the rate of \$500.00. The advance was used to purchase printing equipment which allowed me to do certain work for the Station, but which I retained.)"
- 5. After termination of the contract on 31 August I remained in until 4 March 1954. During this period I recruited a CP agent who still works for the Station—and was a cabinet member under Allende. On 3 February 1954 Headquarters asked that I be made available for another assignment. The Station pointed out that I was working on the recruitment, and that I and my family were planning on a European vacation. Headquarters again requested my assignment. Thus I departed for the ______ project in early March, abandoning my free family trip to Europe (tickets paid for by advertising in my paper) and leaving my family behind to pack up. I accepted this assignment without knowing where it was, or for how long it would last. Indeed I did not even have a contract.

E2 IMPDET CL BY 024345 6. I worked for the Agency in then, between 1 August 1950 until departure for PBSUCCESS on 4 March 1954. I was always available and when I finally did leave it was for Agency business rather than my own. Thus I request that all or part of this time be approved as creditable toward retirement."

David A. Phillips

مآبو.

Mr. DeFelice:

Information from Adele regarding Dave Phillips creditable service:

As of 31 December 1974:

18 years, 11\months, 27 days
(Agency civilian service)

2 years, 8 months, 11 days (military service)

Total creditable service:

21 years, 8 months, 8 days.

Sick leave will be added to that.

For your information, has an appointment with Mr. Phillips on Wednesday afternoon. He is in the CIARDS system and with his birth date in 1922, he is eligible for voluntary retirement.

Bonnie

Man 54 - (m) 311-1. Dy SY - 3/Waisz 29/ Las - 7 - 1/2 56 - 12/9 58 Rayney Cocie - Elen Contrav jut-25/am 52-31/ 53 (atril Super 4 Nach 50 - 31 War :55 Unual SS- 6 Feb 176 2年6-6-1342年 15 L 52 - 13 War 60 - 6 Sat

Decid A. P. Millejis. Executed apparellent Stiff Buplayer 1 agr 55 Resignation Stuff Engloyee 6 Feb 56 Expepted appointment Stoff Court 7 Feb 56 Resignation Stoff agent 13 aug 58

Contract Agent 19 Aug 58 Lorumated 13 Mer 60

Expery led Copyet Stiff Employee 14 Nor 60 Stoff Employee sieve 14 Novel 1960

MEMORANDUM FOR: Office of Finance/C&TD

SUBJECT

Verification of Contract Employee Service of David A. Phillips, current staff employee for period 19 August 1958 through 13 March 1960.

REFERENCE

- : Memorandum from Deputy Chief Comp & Tax Division subject earnings of David A. Phillips dated 13 May 1975
- 1. Based upon new information it has now been determined that subject served as an Agency contract employee during period 19 August 1958 through 13 March 1960, and that this period is creditable for both retirement and leave account category purposes. Civil Service Retirement deductions were not withheld during the period. Records of this office reflect subject was authorized compensation during referenced period at the rate of \$7,200 per annum, except that when he was outside of the United States he was paid at the rate of \$13,000 per annum. For times and amounts involved in change of rate see reference.

## 2. Action required:

- (a) Office of Finance: Please post the above information to subjects retirement records.
- (b) DDO/LA/Pers: Please advise subject of the contents of this memorandum.

(c) RAD/ROB: For your information and assistance in retirement processing.

Rogers C. Brooks

Deputy Chief
Contract Personnel Division

Distribution:

Orig - Addressee

1 - DDO/LA/Pers

1 - RAD/ROB

OGC Concurrence: 1

EZIMPDET CL by: 063837

## PARENTETRATIVE-INTERNAL USE-ONLY

13 May 1975

NEMORANDUM FOR: Chief, Contract Personnel Division

SUBJECT : Earnings of David A. Phillips

In accordance with your telephone request, the following is a record of income earned by Mr. Phillips during the period 19 August 1958 through 13 March 1960. Mr. Phillips was paid at \$7,200 P/A, with the exception of those periods of service at \$7,200 P/A, with the exception of permanent assignment and performed outside of his country of permanent assignment and then he was paid at \$13,000 P/A.

DATES	PAID AT \$7200 P/A	DUE DIFFERENCE BETWEEN \$7200 P/A & \$13000 P/A	TOTAL
19-31 Aug 58 Sept 58 Oct 58 Nov 58-Jan 59 Feb 59 March 59 April 59 May 59 June-July 59 Aug 59 Sept 59-Feb 60 1-13 March 60	\$ 240.00 600.00 600.00 1800.00 600.00 600.00 1200.00 600.00 3600.00 260.00	-0- \$ 32.22 434.97 -0- 88.60 -0- 157.07 128.88 -0- 80.55 -0- -0-	\$ 240.00 632.22 1034.97 1800.00 688.60 600.00 757.07 728.88 1200.00 630.55 3600.00 260.00
Totals	\$11,300.00	\$922.29	4 7 2 2 2 2 2 2 2 2

Depúty Chier Compensation and Tax Division

### MEMORANDUM FOR: Office of Finance/C&TD

SUBJECT

Verification of Contract Employee Service of David A. Phillips, current staff employee for period 19 August 1958 through 13 March 1960.

REFERENCE

- : Memorandum from Deputy Chief Comp & Tax Division subject earnings of David A. Phillips dated 13 May 1975
- 1. Based upon new information it has now been determined that subject served as an Agency contract employee during period 19 August 1958 through 13 March 1960, and that this period is creditable for both retirement and leave account category purposes. Civil Service Retirement deductions were not withheld during the period. Records of this office reflect subject was authorized compensation during referenced period at the rate of \$7,200 per annum, except that when he was outside of the United States he was paid at the rate of \$13,000 per annum. For times and amounts involved in change of rate see reference.

## 2. Action required:

- (a) Office of Finance: Please post the above information to subjects retirement records.
- (b) DDO/LA/Pers: Please advise subject of the contents of this memorandum.
- (c) RAD/ROB: For your information and assistance in retirement processing.

7s/ Rogers C. Brooks

Rogers C. Brooks
Deputy Chief
Contract Personnel Division

#### Distributions

Orig - Addressee

1 - DDO/LA/Pers

1 - RAD/ROB

1 - Subjects CPD file

1 - CPD Chrom file

DDA/OP/CPD: RCB; sp (21 May 1975)

EZIMPDET CL by: 063837

SiviEl

SUBJECT: Verification of Contract Employee Service for (P) Current Staff Employee

REFERENCE: CPD Nemorandum of 30 June 1966 to Chief, TRB,
Subject "Record of Contract Service for Contract Service for Contract Service for Contract Service for Contract Service for Contract Service for Contract Service for Contract Service for Contract Service for Contract Service for Contract Service for Contract Service for Contract Service for Contract Service for Contract Service for Contract Service for Contract Service for Contract Service for Contract Service for Contract Service for Contract Service for Contract Service for Contract Service for Contract Service for Contract Service for Contract Service for Contract Service for Contract Service for Contract Service for Contract Service for Contract Service for Contract Service for Contract Service for Contract Service for Contract Service for Contract Service for Contract Service for Contract Service for Contract Service for Contract Service for Contract Service for Contract Service for Contract Service for Contract Service for Contract Service for Contract Service for Contract Service for Contract Service for Contract Service for Contract Service for Contract Service for Contract Service for Contract Service for Contract Service for Contract Service for Contract Service for Contract Service for Contract Service for Contract Service for Contract Service for Contract Service for Contract Service for Contract Service for Contract Service for Contract Service for Contract Service for Contract Service for Contract Service for Contract Service for Contract Service for Contract Service for Contract Service for Contract Service for Contract Service for Contract Service for Contract Service for Contract Service for Contract Service for Contract Service for Contract Service for Contract Service for Contract Service for Contract Service for Contract Service for Contract Service for Contract Service for Contract Service for Contract Service for Contract Service for Contract Service f

1. Referent memorandum is revised in its entirety to reflect the following periods of full time contract employee service as being creditable service for both leave and Civil Service Retirement purposes.

DATE	KOLTOA	PER ANNUM COMPENSATION
4 March 1954 31 July 1954 1 August 1954 31 March 1955	Contract employee Contract terminated Contract employee Contract terminated	\$7,200 7,200 8,360 8,360

2. Period of service 4 March 1954 through 31 December 1954 had in previous memorandum been declared creditable service for both leave and retirement purposes. It denied creditable retirement service for the period 1 January 1955 through 31 March 1955 because of a Federal statutory provision relating to periods covered by Social Security. The foregoing position was removed by P. L. 91-630 of 31 December 1970, thereby having the effect of rendering said service as creditable.

## 3. Action required:

- a. Office of Personnel/TRB: Please file this menorandum in subject's official personnel file folder.
- b. Office of Personnel/ROB: For your information.

Lance Combined 222

- Office of Finance/CATD: Please post the above information to subject's retirement records.
- DDO/LA/Personnel: Please advise subject of the contents of this memorandum.

Rogers C. Brooks Deputy Chief Contract Personnel Division

- Ge .

Distribution:
Orig - Addressee
1 - CP/ROB
1 - OF/C&TD
1 - DDO/LA/Personnel
1 - CPD Subject file
1 - CPD Chrono
ON/CRD/R C Brooks is (10 h OP/CPD/R.C.Brooks:jc (10 March 1975) SÉCRET

MIN POR: The File

SURJUGT : (P), Verification of Contract Service

1. 1. 1. 1. 1.

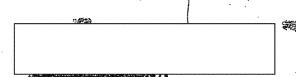
Subject, now a Stalf Dibloved, asked Bon DeVelice to see if any of his old contract of the contract of the contract of the contract. Correctly, subject is assigned PCS in VH field, but is currently in Hetrs on TMY.

21 Cet 70:

Let with subject any discussed all aspects of his guestions and his prior contractual service. Provided his with access information concerning his service; that . that critoria CPD used in determinin; independent contractor service vs contract employee service, applicability of the "social Security rule" precluding the use of which contract on logue time under social security being creditable retirement time, etc. Also, provided subject with a sample of a meno which could be written to SPD requesting old independent contractor time be recotorized as contract employee time. Also indicated to subject we would help him draft an appropriate cone if he (subject) folt be had a good case. In general, from information provided by subject, it secred that subject's old independent contrictor time was not of a type that might lend itself to conversion to contract diffe employee time.

3 Dec 70: As of this date, UPS had beard nothing more from subject and it was therefore assumed that down subject had, down at least for the immediate moment, decided not to pursue the matter further.

> Paul Ellson 3 Dec 1970



O/Personnel/Contract Personnel Div 97-69 Hqtrs. (Paul R. Wilson)

OP/RAD = 205 Ragazino Hidg.

Attn: Adelo J.Sukowicz

23 April 1970

1. Adole: Hope the following with help your

- (a) Attached is our CPD file on loan. In it find a chrone of all of subject's contract survice.
- (b) Information in our CPD memo of 30 June 66 is reaffirmed. Now-over, note it did not cite subject's 1951/52/53 service, which service is cited in the O/Finance memo of 16 June 1966. This 1951/52/53 service is independent contractor service and not creditable for purposes of Civil Service Rothrement.
- (c) Our CPD seme of 30 Jun 66 indicates subject kee had a social security obligation for period 1 Jan 55 thru 31 Mar 55. Since this obligation came about retreactively in Mid 1955, possibility exists that noither subject or the Agency made contributions to the Social Security System. If they were not made, it is possible for such to be under at this late date and if subject or WH Division is interested in looking into this, they should contact Hod Brooks of CPD.

Paul R. Wilson

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		· -	•	· · · · · · · · · · · · · · · · · · ·
	E ONLY	5 T		CONFIDENTIAL SECRE
	ROUTIN	G AND	REÇO	RD SHEET
SUBJECT: (Ophonol)				·
FROM:	-		,	OATE
IO: (Officer designation, room number, and	3D3102		6815	6 April 1970
building)		PORWARDED	OFFICERS	COMMENTS (Number each comment to show from who to whom. Draw a line across column after each comment
CP/RAD 205 Magazine ATIN: Adele J. Sukovi	CZ	13	, , i.	Attached is Mr. Sofficial
2.			aaaanagar-Abraa	file and a dispatch from him in which he requests a computation of his time with the Asency
3.			taaniga ka samagan dalama ka	for retirement purposes. It is a very complicated case. Good luck!
4.				
5.			-	Mi Personnel
6. Chief, Contract Personne 5 E 69 HQS	l Div		-	1 to 6: On the basis of LFL's memo
7.				deted 30 June 1966 (copy attrohed) ruling on the creditability of Subject's contract service, ECS
8.		i i		can reply to the attorned dispatch, however, it is requested that GPL review HERT for its factual content
9.	;	:		and advise ROB if the memo of 30 Jun 66 is reaffirmed.
0.				Your attention is invited to a discrepancy in identifying 1954 contract service. In the dispatch
1.			1	(para 5) Subject refers to himself as a "covert associate"; the Office of Finance (see meno dtd 16 dun 56)
2.	; ; ;	:	[	"contract agent" service; and your mumo of 30 Cun to lists the time as
3.				as "contract employee" service.
4.		-		•
s. ,	1	1		
610 use memora SECRET		NFIDENT	TAL	INTERNAL UNCLASSIFIED

*

· · · · · · · · · · · · · · · · · · ·	• • •	11:44
Pro M. Co. Ero, an area als O. H.	CLASSIFICATION	PROCESSING ACTION
DISPATCH	SECRET	MARKED FOR BEDLEME
Chief, Western Hemi	sphere Division	- NO INDEXING REQUIRED
Chief, Operational	Services	ONLY QUALIFIED DESK
Chief of Station,		MICEOFILM
	of Ketirement Status	
ACTION REQUIRED - REFERENCES	-	посмалицавная вызория свинавия польков посманавия посманавия посманавия посманавия посманавия посманавия посман
Action Required: S	ee Paragraph 9 et all	
1. During his		has served
Employee On one of	Covert Associate, Staff A	gent and Contract
a Contract Agent. t	hen returned as a Staff E	polovee. The purpose
of this dispatch is	to request a review of ex	actly what
status has been over	the years, what must be	done to repay retire-
	periods of creditable servesibility that some period	
	editable to creditable sta	
Journal of Francisco		
° 2sei	eved in the Air Force from	February 1943
through October 1945	, with total service of t	wo years, eight
months and 19 days.		
3. The dates of	offirst RVROCK	service in
are very hazy	to He does rec	all that he was first
recruited by the COS	, but cannot recall if th	is was on a formal,
. salaried basis. At	some time during 1950 or	1951, probably the
latter, sign	ed an RVROCK contract, fo	r at least two years,
	e-salary is remembered as	
	this salary was paid in a printing equipment. Plea	
	and advise (a) the d	
tract and (b) if any	provision for deductions	(or future payment
of) was made. If, a	s suspects, there	were no deductions,
even for Social Secu	rity.   would appre	ciate Headquarters
comment on the possi	bility that this period m	ight be retroactively
converted to credita	ble service status (after	payments into
retirement system, o	f course). In this conne	ction it is suggested
-		
Distribution:		
3 - Chief, WHD 2 - Chief, OPSER		
*ERFACE TO	SEMAN CHA JOEMYZ HOTACIO	DAR
•		25 March 1970
######################################	BOOTSSFICATION	HQS FILE HUMBER
•	SECRET	

•

<del></del>		<u> </u>	CHAPATCH STMECK AND RUM	#14
	CONTINUATION OF DISPATCH	S E C R E T		•
				· · · · · · · · · · · · · · · · · · ·
,	in during m	ght be held with James G. ost of that time. that demonstrate we nerforming not only the	d his intense	interest
	well. Example: duri	y performing not only the reciandestine printing) but ng this period, or perhaps contract, un reached and recruited a Contract.	der Station Ru	idance .
	(It is understood th	roached and recruited a Cat the agent is still reposed, COS COLLETT approache by the Headquarters! required	orting.) Anoti	her asked
	operation which woul	lane for the U.S. and ass d last "some months." The	ist in an unio at was the exte te the fact th	entilled ent of at he
	had no contract, and abandon a trip which	that he had to leave his had been planned through	Europe. It is pretty much "	and to s inder
· ·	RVROCK control" duri can assist in findin went to New	ng this period. (Perhaps g information on this York on one occasion for a	period, as	rus /
	aramatian in mhiah	riod of contract employmen	Sibafe farmed A	y. The
-	does not recall if a the terms of the con	ny deduction for retirement tract. It is requested the	nt was made, no hat this contra	or of act be
-	it too be reviewed for There is no question	or possible conversion to of responding to It was full time work, ar ilysome of it in the it was spent responding to	RVROCK contro	)1"
41	during this period.	Was awarded an investigation	BROAD.	work ),
	was contracted as a Coctober, 1954 until a that this contract of future option. (It retroactive to cover It would be appreciation and terms of the		it if chosen as is contract wasin March ad of the exact	a nade n, 1954.) dura-
	13 July of 1958, when period were returned be repaid sometime be	a Staff Employee from 1 A he resigned. Retirement to and he unders efore retirement to make the	tands that the	y must litable.
	week signed a contract best of recurrent	ctas an independent oper collection, without any re- ed that this contract be a version to creditable state	eviewed with tous.	the lits. The
	8. On March 14 and has remained in	that status.		oyee,
	that mich of his servand not paid.  to begin having regulup his paid-up credit	ther long tenure with RVF vice is either not credita would like to set this lar deductions from his sa table retirement equities.	ble, or is cre house in order lary begin bui Headquarters	ditable and lding
	assistance in arriving is especially	ng at this happy state wou y interested in obtaining contract days in to the retirement system	approval for C	on- ent
o coerse		CLASSIFICATION		2 2
rem, 8 4-e t Onue	530 USE PREVIOUS COITION.	SECRET	Lacrimon	

CONTINUATION OF DISPATCH SECRET it would be wiser to repay the early years first (so as to add more time more quickly with less payment). In any event, a Headquarters review of the case would be appreciated.

SECRET

3

30 June 1966

MEMORANDUM FOR: Chief, TRB

SUBJECT

: Record of Contract Service for

1. Per your request we are forwarding record of Subject's contract service:

********************* 

Date Action

4 March 1954 Hired as Contract Employee 31 July 1954 Terminated

1 August 1954 Hired as Contract Employee 31 March 1955 Terminated

19 August 1958 Hired as Contract Agent Terminated

- 2. Subject was employed on a full time basis with leave benefits from 4 March 1954 through 31 March 1955. Accordingly, this entire period is treditable" for establishing his annual leave category. However, the period from 19 August 1958 through 13 March 1960, as an independent contractor, is not creditable for this purpose. Only the period from 4 March 1954 through 31 December 1954 is "creditable for Civil Service Fetirement, since Contract Employee's were mandatorily covered by Social Security as of I January 1955.
  - 3. Attached is OF record of Agency service with salary breakdown.

Rogers C. Brooks
Acting Chief, Contract Personnel Division

Distribution:

Crig - Addressee

Z' - CFD

16 2000 1964

### Chief, Contract Personnel Division

atyw 1

Companyation and Tax Division Office of Figures

Agreed Service of Parishana Service of Parishana

The records of the Office of Finance show the following Agrees

#### Contract Agents

200 1 Pabrony 1951 0 \$500.00 P/H Tora 29 Petrany 1951 0 \$500.00 P/H

25 25 August 1953 6 \$4000.00 P/A Term 31 August 1953 6 \$4000.00 P/A

SCO & Paren 1994 0 \$7200.00 P/A Pay Mas. 1 August 1994 0 \$5340.00 P/A Tora. 31 Barch 1955 0 \$2360.00 P/A

#### Staff Reglayers

Er. Appt. 1 April 1993 8 \$5600.00 P/A Per. 6 February 1996 8 \$10,320.00 P/A

#### Staff Agest:

Br. Appt. 7 Petersity 1996 8 810,320.00 P/A PSI 7 October 1996 8 610, 535.00 F/A Psy Saiso 12 January 1998 9 811,573.60 P/A PSI 6 April 1998 9 811,835.00 P/A Res. 13 August 1998 9 811,835.00 P/A

#### Contrast Agests

ECO 19 August 1958 0 \$7,200.00 P/A Term. 19 August 1960 0 \$7,200.00 P/A

#### Staff Emleyess

Br. Appl. 14 Forch 1960 0 011,605.00 P/A Bodject has been a Staff Amplayee alase 14 March 1960.

Chief
Acent Parmil Prench

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STANDAND FORM 144 Navylo Metrome Ind U. S. Civ. Levice Commission FPM CHAPTERS EL, PL AND M	ŞTAT	TEMEN Al				EDER	AL			ND MILI TIVE STA		ERVICE
IMPORTANT: The information on this circlite for reduction in a should complete Part 1	crce, i	ind (2)-i	n tečo	rding	egency	deteri	tañim	ion of c	ompet	itive status	nees and se	tention iployee
PART L-	-EMPL	07EÉ'S S1	TATEMI	ENT , ;		, -					I.—THIS CO	
L. NAME (Last, Mot, middle initial)		<del></del>			2 DAT	COF BI	AIM			2. RETUR	TION GROUP	<u> </u>
PHILLIPS, DAVID ATLER	ŧ			•	00	اع بي و	1 =	1, K	22	IL A CX	STATUS [	713 MO
2 List the following information concerning Prior to your phillips appuinsment (Do may a	ALL FI	DERAL AL	MD DIS	TRICT (	of COLU	MBIA S	ERVICE	YOU HA	VE HAD	D TYP	E OF PRESEN	T .
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at -							1					
& LIST PERIODS OF ACTIVE SERVICE IN ANY BRANCH O	E THE	IBALD LO	RCES O	FTHEL	NITED ST	ATTS	IF YOU	I HAD MO	ACTIVE			
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								YES		6		
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entering on duty as &&& an Employee.	Agen	icy St	aff	$\perp$		l		<u></u>	<u> </u>	(RIF p	arpuses only	).
Note that he did not c	laim	Largy	of	HT.	COMPETI	TIVE C	VIL SE	RVICE ST	ATUS?	S PEEMPL	DYMENT RIG	HTS
his prior contract service.  Original of this SF-LL	. (123	6170	in	ne e	itatus w	46 46Q	417947	)		703		
subject's Staff Employee fil		rrra	<b>411</b>	***************************************		<del></del>		.·u.··uvan		713	ON RIGHTS	
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14 MARCH 1918					D		د.'	c 1	ne	نسند	. 1	1
(DATI)			•	<b>10-40</b>		_&	-	(1	I-GRATUI	M)	į į	
Subscribed and sworn to before me on the	is	day	of	HORTH)	19Ĉ	Q •	L_IL	ASHIM **		, II.C.	(ETA)	rio
SEAL				-	7./	ا ماسار می	<u></u>					I
NOTE: If oath is taken before a Notary P	، مزاجر		of	ست. مادوماد	and his	Com	mlasir	an about	d be	A DE L		[
INSTRUCTIONS: File this form on the pursuant			*************************		·					مثيها بيضاحة مشاقته بسهانة	ter the pend	onnel .
aman lambad											•	1

(OYER)

# SECRET

ll March 1960

MUCIAN CHEM.	FOR:	Chief, Contract	Personnel	Division	
SULTECT		Termination of		Contract	
İt is	1.000co	sted that the co	atrect of		ba
temainated	as of	close of busine	ss 13 Morol	1960 in view of	hiø
eppointment	to st	aff employee st	atus offect	ive 11, Harch 1960	

J. C. King Chief, Western Hemisphere Division

Silver

	•	
Cear		

Reference is made to your contract with the United States Government, as represented by the Contracting Officer, effective 19 August 1958, as amended.

Effective 16 February 1960, said contract, as amended, is further amended by adding after paragraph seven (7), entitled "Travel and Operational Expenses," the following paragraph:

. "S. Feturn Travel. Upon the successful completion of your services under this agreement you will be advanced or reimbursed funds for authorised travel and transportation expenses for you, your dependents and your household effects from Havana, Cuba to the Washington, D.C. area, including per diem in lieu of subsistence in the course of such travel. Such funds will be subject to payment and accounting in conformance with applicable Government regulations."

All other terms and conditions of the contract, as amended, remain in full force and effect.

. UNITED STATES GOVERNMENT

Contracting Officer

Erk-cil - 11 feb-60 WHIPP amendite x eo Robert Ragness. O.A. Secret e e

W W

10 February 1960

MEMORANDUM . FOR:	Chief; Contract Personnel Pivision
•	
SUBJECT:	Amendment to Contract -

It is requested that Subject's contract dated 19 August 1958, as amended, be further amended to authorize return travel from Havana, Cuba, to Washington, D. C., for Subject and his dependents at Government expense. It is also requested that the amendment authorize shipment of household effects from Havana, Cuba, to Washington, D. C., at Government expense.

Chief, and

### S-B-C-R-F-T (when Filled In)

LE CRAIDU: F	CR: CHIFF, Finance Division
FRO.	Contract Personnel Division
Sujat:	Contract Extension for
for the subject extended for 2. All	octive, the contract (as amended)  oct individual, effective, is  lyian  other terms and conditions of the contract (as amended)  il force and effect.
	UNITED STATES OF ANERICA
	COMPLETES OFF ID: R

S-B-C-R-7-T

SECRET

18 August 1959

MEMORANDUM FOR:	Chief, Contract Personnel Division Attention:
FROM B	Acting Chief, WHD
SUBJECT :	Renewal of Contract of
•	•
It is hereb	y requested that the contract of effective
19 August 1958 a	nd amended, be renewed for one (1) year effective 19 August
1959.	
**	<i>A a</i>

Acting Chief, Western Hemisphere Division

Dase	

Reference is made to your contract with the United States Government, as represented by the Contracting Officer, effective 19 August 1958.

Effective 17 August 1958, said contract is amended in the following manner:

(a) The first sentence of paragraph one (1), entitled "Compensation," is deleted and in lieu thereof the following sentence is substituted:

> "In full consideration for the purchase of such information and services you will be compensated in an amount calculated at the rate of \$7200 per annum except that for those periods of time during which you are performing services necessitating certain specialized professional skills on a full time basis outside of the country of your present permanent assignment, you will be compensated at the rate of \$13,000 per annum."

- (b) The following paragraph is added after paragraph six (6), entitled "Term": .
  - "7. Travel and Operational Expenses. While performing those tasks for which you will be compensated at the rate of \$13,000 per annum, as set forth in paragraph one (1) above, you will be advanced or reimbursed funds for necessary expenses incurred in connection with such operational travel as may be directed or authorized by the Government. This may include per diem in lieu of subsistence in the course of such travel and while on temporary duty away from your permanent post of assignment overseas. In addition, you will be advanced or reimbursed funds for necessary operational expenses as specifically approved by the Government. Payment and accounting for the items set forth horein will be in conformance with applicable Government regulations,

All other terms and conditions of the contract remain in full force and effect.

You will please indicate your approval by signing in the space provided below.

_UNITED STATES GOVERNMENT Contracting Officer ACCEPTED: 21 May Carente (844)

APPROVED:

WITNESS:

## SECRET

17 September 1958

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MÉÑORANDUM FOR	: Chief, Contract Personnel Division Attention:
FROM	: Chief, Western Hemisphere Division
SUBJECT	a Amendment To Contract of
be amend calculated at the reside Cuba at the regard full time in is further requested be paid per diem at	s hereby requested that the contract of ed to provide that he be compensated in an amount ate of \$13,000. per annum while travelling outquest of the United States Government and enthe work of the United States Government. It is that while so travalling outside Cuba, the standard United States Government rate for or temporary residence.
(other than Cuba) wi Division. The contr is being requested s	possesses certain specialized professional temporary, but urgent demand in a country thin the jurisdiction of the Western Hemisphere act amendment outlined in paragraph 1. (above) to as to provide a means by which available to meet this current need for them.

J. C. KING Chief, Western Hemisphere Division

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Dear	

The United States Government, as represented by the Contracting Officer, hereby contracts with you as an independent contractor for the purchase of certain information and related services of a confidential nature under the following terms and conditions:

- 1. Compensation. In full consideration for the purchase of such information and services, you will be compensated in an anount calculated at the rate of \$7200 per annum. Fayments will be made as directed by you in writing in a manner acceptable to the Government. No taxes will be withheld therefrom but it will be your responsibility to report such income under existing Federal income tax laws and regulations. A Form No. 1099 prepared in a manner to conceal the true source of such income will be furnished you by the Government in order that said responsibility may be properly fulfilled. Income received pursuant to this contract is not subject to relief from Federal income taxes on the basis of foreign residence.
- 2. Status. You are not an employee of the United States Covernment under this agreement and are not entitled to any benefits normally incident to an employee status.
- 3. Secrecy. You will be required to keep forever secret this contract and all information which you may obtain by reason hersel (unless released in writing by the Government from such obligation), with full knowledge that violation of such secrecy may subject you to criminal presecution under the Espionage Laws, dated 25 June 1943, as amended, and other applicable laws and regulations.
- 4. Instructions. Instructions received by you from the Government in briefing, training or otherwise are a part of this contract and are incorporated herein, provided that such instructions are not inconsistent with the terms hereof.
- 5. Unauthorized Commitments. No premises or commitments pertaining to rights, privileges or benefits other than those expressly stipulated in writing in this agreement or any amendment thereto shall be binding on the Government.
- 6. Term. This contract is effective as of 19 August 1958, and shall continue thereafter for a period of one (1) year unless sooner terminated either:
  - (a) By fiftonn (15) days' actual notice by either party hereto, or

3.3.34

(b) Without prior notice by the Covernment in the event of a breach of this contract by your violation of the security provisions hereof or by your otherwise rendering yourself unavailable for acceptable service.

Subject to the availability of appropriations, this agreement may be extended upon notice from the Covernment. Termination of this agreement will not release you from the obligations of any security eath you may be required to take.

UNITED STATES COVERNMENT

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MEMORANDUM FOR: CHIEF, SCAPS

VÍA

: Contract Approving Officer, PP Staff

: Termination of Contract.

It is requested that the contract on be terminated effective 1 April 1955.

Chief of Administration
Psychological and Paramilitary Operations Staff

A57287ED

PP/CONTRACT APPLICATES GITICER

19 October 1954

MEMORANDUM FOR: Chief, Psychological and Paramilitary
Operations Staff

SUBJECT:

(P) - Covert Associate

REFERENCE: Memo to Special Contracting Officer, CIA, dated 12 October 1954, Same Subject

Pending publication of a regulation on Employee Services, the Office of Personnel issued N 20-660-19, dated 29 July 1954 to be effective I August 1954. This Notice announced the availability of two life insurance and two health insurance programs sponsored by the Agency under the name of "Government Employees Health Association, Inc." Eligibility for these life and health insurance programs has been limited to those categories of personnel expressly stipulated in the Notice. Nowhere are Covert Associates listed as an eligible group, although in fact a Covert Associate may be an employee of the U.S. Government. Until the notice or the proposed regulation is changed, this Staff is precluded from inserting in contracts similar to that of subject individual's any reference to health and life insurance programs normally available to staff employees.

JOHN L. BISCHOFF
Special Centracting Officer

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MEMORANDUM FOR: SPECIAL COMMACTING CFFICKI, CIA (P)--lavers Associate

It is requested that the surjour's rearrant effective I August 195h be emended to permit the subject to apply for Hospitalization and Lite Insurance with the Agency.

Psychological and Parenillitary Operations Stati

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MEMORAND	UM FOR: Mr. Ker	mit Roosevelt	
ATTENTION	: Mr. Joh	n Baker	
SUBJĒČT	: Staff Off		mployment as CIA
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work of evident that h to this Operat qualified in th I have just be who has hered desires to be like to be emp following up the Director 1  2. T special handli I see it but near term and	in connecte made one of the stien and that he has ne field of political en informad by Me tofore been employed one more closely ployed as a regular on this opportunity, likewise is specific there are certain ang and tailoring	tion with PBSUCC major and most on demonstrated his and psychological sers. Barnes and ed in the capacity associated with the staff officer. I a, and I have good ally interested.  spects of this cas none of which prowould tie in very	of a Contract Agent, he Agency and would he would to the contract of reason to believe that  e which appear to require esents any difficulties as neatly with both the
many year owned and advantage not less the first state of have been have considerations.  on the threwould design the consideration of the consideration of the consideration of the consideration of the consideration of the consideration of the consideration of the consideration of the consideration of the consideration of the consideration of the consideration of the consideration of the consideration of the consideration of the consideration of the consideration of the consideration of the consideration of the consideration of the consideration of the consideration of the consideration of the consideration of the consideration of the consideration of the consideration of the consideration of the consideration of the consideration of the consideration of the consideration of the consideration of the consideration of the consideration of the consideration of the consideration of the consideration of the consideration of the consideration of the consideration of the consideration of the consideration of the consideration of the consideration of the consideration of the consideration of the consideration of the consideration of the consideration of the consideration of the consideration of the consideration of the consideration of the consideration of the consideration of the consideration of the consideration of the consideration of the consideration of the consideration of the consideration of the consideration of the consideration of the consideration of the consideration of the consideration of the consideration of the consideration of the consideration of the consideration of the consideration of the consideration of the consideration of the consideration of the consideration of the consideration of the consideration of the consideration of the consideration of the consideration of the consideration of the consideration of the consideration of the consideration of the consideration of the consideration of the consideration of the consideration of the consideration of the consideration of the consideration of	y with a period of a rs in Latin Americ is till owns a news ous to the Agency a han a year as a member of the sectors in various arranged by an againsted of business ar The general subject of international ire, if it can be wo	service at Headqua, principally in paper, and, in my and to mber of the Headque eme years in the part of his in New and professional great matter of his le Communism to Lrked out, to be pe	f employment by arters. (He has spent where he has judgment, it would be mutually for him to spend quarters organization.)  ast been giving an annual capitals. These lectures York and his audiences coups and women's organicatives has included talks atin America.  rmitted to continue to sat the present time

contemplating a series of lectures on Latin America to be given in various cities within the United States. would be ready and able to accept a field assignment in South America following the conclusion of the period of Headquarters' duty referred to. 3. As already indicated, it seems to me that there are no serious problems involved in any of the foregoing and that the material can be readily cut to fit the pattern. It is the recommendation of Mr. Barnes in be assigned to the PP Staff during his which I concur, that tour of duty here. He could in this capacity work very closely with WH Division, but it seems to Tracy and myself that he can contribute importantly to the work of the PP Staff and in the process broaden himself. As regards the matter of the lectures. I would recommend that arrangements be made to permit and even encourage him to continue these since it seems to me that they would fit in very well with his general PP assignment -- assuming, of course, that his Headquarters and field cover are properly designed and maintained. The Headquarters cover problem is not a substantial one and as far as the field is concerned if were to go cover of the right kind this also should present no problem. There is a readymade cover in the field and in a critically important country by virtue of his ownership -- for some six years -- of a newspaper in would not be incompatible with his resumption of his position as owner and editor of the newspapaer to work in an annual series of lectures either in Latin America or in the United States. There is only one further point involved in connection with the lectures: Because of intimate association with many of the details of PBSUCCESS and also in light of the standing rules of the Agency, it would be desirable for him to submit at laast in general outlines, and preferably textually to the extent feasible, the substance of his proposed lectures. He is anxious to do this in connection with the forthcoming lectures -- for his own piece of mind since he would like to be double-checked on the things which he should sayand those which he should not say with respect to the Guatemalan development. He could and in the material to Mr. Holcomb or myself -- or to you -- and after it has been checked over by one of us, we could arrange to submit it to the Office of Security for such further checking as may be desirable. proposes to take a leave of absence of a month or six weeks, starting within the next few days. I believe it would be desirable for Mr. Baker, to start the necessary personnel and other administrative actions, including any additional security clearances which may

which may be necessary, etc., looking toward having everything in line for to come aboard officially at the conclusion of this leave.

5. His home address is: 811 Hollywood Blvd.
Hollywood, Florida

FRANK G. WISNER Deputy Director (PLANS)

cc" COPS -- DD/P

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Reference is made to your contract effective 4 March 1954 with the United States Government, as represented by the Central Intelligence Agency, for the submission of certain information and related services of a confidential nature.

Effective 14 September 1954, said contract is terminated and in lieu thereof the following contract is substituted:

The United States Government, as represented by the Central Intelligence Agency, hereby contracts with you as a <u>Covert Associate</u> for the submission of certain information and related services of a confidential nature under the following terms and conditions:

- l. Compensation. In full consideration for the submission of certain information and related services of a confidential nature, you will be compensated at the rate of \$8360 per annum. In addition, you will be entitled to authorized overtime in excess of 40 working hours per week at the rate of \$1.51 per hour. Payments will be made as directed by you in writing in a manner acceptable to CIA. No taxes will be withheld from any sums paid to you here under directly by CIA, but it will be your responsibility to report such sums in accordance with applicable Eederal income tax laws and regulations.
- 2. Travel. You will be advanced or reimbursed funds for necessary expenses incurred in connection with such travel as may be directed or authorized by CIA. This will include per diem in lieu of subsistence in the course of such travel while away from Washington, D. C., and whils on temporary duty overseas. You will be required to account for such expenses in accordance with applicable CIA regulations or those of _______, whichever is directed by CIA.
- 3. Operational Expenses. You will be advanced or reimbursed funds for necessary operational expenses including, but not limited to, entertainment and the purchase of information as specifically approved by CLA. Such funds will be subject to accounting in compliance with CIA regulations.
- 4. Benefits. (a) You will be entitled to death and disability benefits equal to those authorized under the Federal Employees! Compensation Act, as amended. Claims by you, your heirs, or legal representatives under this paragraph will be processed by CIA in accordance with its procedures in such manner as not to impair security.
- (b) You will be entitled to sick and annual leave equal to and subject to the same rules and regulations applicable to CLA employees. Such leave may only be taken at times and places approved in advance by appropriate representatives of CIA.
- (c) Civil Service Retirement deductions will not be made from your wages since your employment hereunder is not a covered employment under the Civil Service Retirement Act. Nowever, your status is that of an

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employee of the United States Government paid from Government funds.

Therefore, if in the future you are employed by the United States Government in a status covered by the Civil Service Retirement Act; periods of service under this contract will be available as creditable service for retirement purposes in conformance with Civil Service Regulations.

- 6. Leave Without Pay. During the term of this contract it is anticipated that you will undertake contracted speaking engagements. For such periods of time necessary to fulfill these commitments you will be considered on leave without pay status under the terms of this agreement.
- 7. Execution of Documents. If, in the performance of your service, you assume the custody of government funds or take title of record to property of any nature whatsoever and wherever situate, which property has in fact been purchased with monles of the U. S. Government, you hereby recognize and acknowledge the existence of a trust relationship, either express or constructive, and you agree to execute whatever documents may be required by CIA to evidence this relationship.
- 8. Secrecy. You will be required to keep forever secret this contract and all information which you may obtain by reason hereof (unless released in writing by CIA from such obligation), with full knowledge that violation of such secrecy may subject you to criminal prosecution under the Espionage Laws, dated 25 June 1948, as amended, and other applicable laws and regulations.
- 9. Instructions. Instructions received by you from CIA in briefing, training or otherwise are a part of this contract and are incorporated herein, provided that such instructions are not inconsistent with the terms hereof.
- 10. Unauthorised Commitments. No promises or commitments pertaining to rights, privileges or benefits other than those expressly stipulated in writing in this agreement or any amendment thereto shall be binding on the Government.
- 11. Term. This contract is effective as of I August 1954, and shall continue thereafter for a period of one (1) year unless sooner terminated by CIA either:
  - (a) By fifteen (15) days' actual notice to you from CIA, or
  - (b) Without prior notice, in the event of a breach of this contract by your violation of the security provisions hereof or by your otherwise rendering yourself unavailable for acceptable service.

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employee of the United States Government paid from Government funds. Therefore, if in the future you are employed by the United States Government in a status covered by the Civil Service Retirement Act, periods of service under this contract will be available as creditable service for retirement purposes in conformance with Civil Service Regulations.

- to Offset. Any sums or substantially similar benefits or allowances received from your cover facility will be used to offset those due under this contract by CIA. Sums, similar benefits or allowances thus received through your cover facility are acknowledged and agreed to be payment by CIA within the provisions of this contract. You will report all sums or substantially similar benefits received from your cover facility at least every four (4) months during the term of this contract.
- 7. Execution of Documents. If, in the performance of your service, you assume the custody of covernment funds or take title of record to property of any nature whatsoever and wherever situate, which property has in fact been purchased with monies of the U. S. Government, you hereby recognize and acknowledge the existence of a trust relationship, either express or constructive, and you agree to execute whatever documents may be required by CIA to evidence this relationship.
- 8. Secrecy. You will be required to keep forever secret this contract and all information which you may obtain by reason hereof (unless released in writing by CIA from such obligation), with full knowledge that violation of such secrecy may subject you to criminal prosecution under the Espionage Laws, dated 25 June 1948, as amended, and other applicable laws and regulations.
- 9. Instructions. Instructions received by you from CLA in briefing, training or otherwise are a part of this contract and are incorporated herein, provided that such instructions are not inconsistent with the terms hereof.
- 10. Unauthorized Commitments. No promises or commitments pertaining to rights, privileges or benefits other than those expressly stipulated in writing in this agreement or any amendment thereto shall be binding on the Government.
- II. form. This contract is effective as of 15 September 1954, and shall continue thereafter for a period of one (1) year unless sooner terminated by CIA either:
  - (a) By lifteen (15) days actual notice to you from CIA, or
  - (b) Without prior notice, in the event of a breach of this contract by your violation of the security provisions hereof or by your otherwise rendering your solf unavailable for acceptable service.

Subject to the availability of appropriations, this agreement may be renewed for successive periods of one year each upon notice from CIA accepted by you. Termination of this agreement will not release you from the obligations of any security outh you may be required to take.

UNITED STATES OF AMERICA

Special Contracting Officer

ACCEPTED:

WITNESS:

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APPROVED:

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Dear	,	••		

The United States Government, as represented by the Central Intelligence Agency, hereby contracts with you for the submission of certain information and related services of a confidential nature under the following terms and conditions:

- 1. Compensation. In full consideration for the submission of such information and services, you will be paid an amount calculated at the rate of \$7200.00 per annum. Payments will be made as directed by you in writing in a manner acceptable to CIA. No taxes will be withheld from this amount, and it will be your responsibility to report such income under existing Federal income tax laws and regulations.
- 2. Travel. (a) You will be advanced or reimbursed funds for necessary expenses incurred in connection with such travel as is directed or authorized by CIA. This will include per diem in lieu of subsistence in the course of such travel and while on a temporary duty status away from your permanent station. All travel, transportation and per diem provided for under this paragraph must be properly authorized, and expenses incurred hereunder are subject to payment and accounting in compliance with CIA regulations.
- (b) Upon the successful completion of your services under this contract or any renewal thereof, you will be advanced or reimbursed funds for return travel and transportation expenses to your permanent residence in
- 3. Operational Expenses. You will be advanced or reimbursed funds for necessary operational expenses including, but not limited to entertainment and the purchase of information as specifically approved by CIA. Such funds will be subject to accounting in compliance with CIA regulations.
- 4. Benefits. (a) You will be entitled to death and disability benefits equal to those authorized under the Federal Employees' Compensation Act, as amended. Claims by you, your heirs, or legal representatives under this paragraph will be processed by CIA in accordance with its procedures in such manner as not to impair security.
- (b) You will be entitled to continuance of pay and allowances in a manner similar to that set forth in the Missing Persons Act (50 U.S.C.A., App. 1001-1015).
- (c) You will be entitled to fourteen (14) calendar days' leave per contract year. Such leave may be accrued during the term of this contract or any renewal hereof except that payment in lieu of unused leave will not be authorized. Such leave may only be taken at times and places approved in advance by appropriate representatives of CIA.
- 5. Execution of Documents. If, in the performance of your service, you assume the custody of government funds or take title of record to property of any nature whatsoever and wherever situtate, which property has in fact been purchased with montes of the U.S. Government, you hereby recognise and acknowledge the existence of a trust relationship, either

express or constructive, and you agree to execute whatever documents may be required by CIA to evidence this relationship.

- .5. Since. You are not an amployee of the United States Covernment under this agreement and are not entitled to any benefits normally incident to an employee status, except as specifically enumerated herein.
- 7. Instructions. Instructions received by you from CIA in briefing, training or otherwise are a part of this contract and are incorporated herein, provided that such instructions are not inconsistent with the terms hereof.
- 8. Unauthorized Commitments. No promises or commitments pertaining to rights, privileges or benefits other than those expressly stipulated in writing in this agreement or any amendment thereto shall be binding on the Government.
- 9. Secrecy. You will be required to keep forever secret this contract and all information which you may obtain by reason hereof (unless released in writing by CIA from such obligation), with full knowledge that violation of such secrecy may subject you to criminal prosecution under the espionage laws dated 25 June 1948, as amended, and other applicable laws and regulations.
- 10. Term. This contract is effective as of 4 March 1954, and shall continue thereafter for a period of two (2) years, unless sooner terminated by CIA either:
  - (a) By thirty (30) days' actual notice to you from CIA, or
  - (b) Without prior notice, in the event of a breach of this contract by your violation of the security provisions hereof or by your otherwise rendering yourself unavailable for acceptable service.

Subject to the availability of appropriations, this agreement may be renewed for successive periods of one year each upon notice from CIA accepted by you. In the event of voluntary termination on your part or termination for cause by CIA prior to the expiration of this agreement or any renewal thereof, you will not be entitled to return travel and transportation expenses to Termination of this agreement will not release you from the obligations of any security oath you may be required to take.

UNITED STATES OF AMERICA

JWIPA 4 may 34	BY ·
Con associate	Contracting Officer
ACCEPTED:	
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APPROVED:

Security Information

13 June 1952

MERORANDUM FOR: Record

OTRJECT :

PBCRTVEL Amendment /1:

- I. This date copy number four of subject project has been forwarded to Mr. William Rowland for approval in view of the fact that the original and conies number two and three-have been tempororily adsplaced.
- 2. As an endment number one to "BGROVEL covers no substantive operations it has not been coordinated with Security and Cover.
- 3. It is requested that approval of surject project amendment be given as soon as possible in view of the unemay of action as stated in the project itself.

WH/Project Coordinator

WID/HB/Jo

Distribution Origi (0/00.

co: S coial Contracting Officer (Mr. J.L. Bischoff)
CM (Mr. Ernest W. Pittman)
Chief, Branch I
Project File *PRROVEL : PD/F&O
Chrono F&O

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ATTENTI N:	•
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- 1. Forwarded herewith are the original and two copies of subject amendment plus an extra copy of OPC Form holes.
- 2. It is respectfully re seated that approval of subject amendment he exhedited as the Project Fina cial Data, Form Lelia, indicates that nayment of eight thousand (\$8,000.0) dollars to PA L D. LANDEVIE must be made on or about 20 June 19 2.
- 3. Subpromorable six of the Proposal indicates that as a preregisate to issuance of a loss to LANCIVIN the latter will be required to submit a complete nanocable inventory of all machinery and equipment involved in the loss transaction, its physical existence in his custody, tisatitle to the or certy, and an approximate evaluation of its worth (as determined by Mid station personnel). Will will be proposed to do this shortly after Amendment No. I is approved and the necessary funds are available for payment.
- h. Subparagraph five of the Proposal indicates the details of the loss contract and selection of the appropriate legal instrument to secure a lies on the eachiery and equipment will be arrived at through joint appearant of ADD, CCC and the begal Di ision. These financial details will be arranged rebse uent to a proval of the amendment in question and will commiss the financial plan governing the expenditure of the funds requested.

J. C. TRG

VHD/JCK/TWM/VLC/hB/de

Mistribution Crief Co/CO

ca: Enectal Contracting of ider (Br. J.). Pachoff)
CH (Br. Franch W. Mithman) /
Chief, Branch I
Fraject File MACHOVEL SHD/ NA
Chrono NO MASS